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Needham, Mass.

Needham
1986 Annual Report

NEEDHAM COMMUNITY WEEKEND

Steering Committee

Ron Sockol, Chairman
Doris Alexander
Tony Cefalo
Phil Garrity
Bob Harris
Andy Lawson
Bob MacEwen
Jack Malone
Bob Melia
Gary Petrini
Lois Sockol

Food Committee

Lois Sockol, Chairman
Marcia Carleton
Kathy D'Addesio
Lois Duffy
Margie Tanzer Glou
Lida Harkins
Mary Ellen Herd
Jane Murphy
Ann Teachout

CRAFTSMEN AND THEIR HELPERS

*Don Adamson
Jack Ahern
Alan Bacchiochi
Bob Bacchiochi
Raymond Baker
Peter Banks, Jr.
*Gerald Barboni
David Berg
Ray Bigelow
*Gary Bosselman
Heinz Brinkhaus, Jr.
Richard Burns
*Daniel Bussey
*Mike Cahalane
*Dan Callahan
Brian Callahan
*Tony Cefalo
Ralph Chamberlain
Joseph Civetti
*Vincent Colllins
Jack Connell
*Frank Connors
*Jim Connor
Ralph Conte
Dick Corrigan
*Dave Crocker
*John Cusick
Frank Davey
Bob DiMartino
*John Driscoll
David Duffy
Mike Ferrara
Peter Ferrara
Tim Ferrara
*Gino Ficcardi
*John Fitzgerald
John Gallello
*Frank Gallello
*David Gerber
*Frank Geraci
Larry Gordon
Arthur Harkins
*Peter Hinden
Henry Heald
*George Hoffmeister
Greg Hoffmeister
Bob Hawes
*Chuck Hasenfus
*Bob Harris
Bob Harris, Jr.
Ken Hasenfus
George Hasenfus
Andrew Hurley
*David Irwin
Charlie Keith
Jim Kenefick
John King
Tom King
Mike Langione
*Bob Larsen
*Ralph Leader
*Ric Leary
Burton Lueth
Doug MacLeod
*Jack Malone
Kerry Malone
*Chuck Mangine
*Greg Manning
*Paul Martin
*Matt McCarrick
William McCarty
*Frank McDonnell
Bill McEvoy, Jr.
Jim McLaughlin
*Joe McSweeney
Bob Melia
Fred Mitchell
Ray Moreno
Tom Mulhern
Fred Muir
Dalton Murphy
*Robert Newton
Ken Noonan
*Bob Papetti
William Payne
*Gary Petrini
*Tom Pirro
Mike Pugatch
Larry Ricci
Lloyd Remsen
*Phil Robey
Fred Rogers
Reubin Rubijono
*Jim Sabin
*Paul Salamone
*Doug Salisbury
Chris Salvo
*Angelo Scarcella
Stephan Scarcella
George Shannon
*Sandy Silverstein
Mark Siskowitz
Bruce Skinner
*Eric Sockol
*Jon Sockol
Ron Sockol
John Sullivan
Ed Supple
*Dick Tannenbaum
*John Teachout
Chris Teachout
David Thyne
*Arthur Tiernan
Tom Tierney
*Bob Timmerman, Jr.
*Jay Tracy, Jr.
*Paul Ward
Herb Whipple
Tom Welch
Sean Welch
Fred Waldman
Craig Waldman

*Those who have continued to help

FOOD COMMITTEE VOLUNTEERS

Harvey Alexander
Carolyn Baierlein
Virginia Barboni
Joan Barisano
Nancy Bell
Ruth Bohannon
Mary Lou Bonasia
*Robert Bowers
France Boyle
Jenny Brinsdon
Enid Brown
Ann Brownlow
Mary Jo Buvzek
*Marcia Carleton
Robert Carleton
Ann Carlson
Janet Corrigan
Roberta Crocker
Kathy D'Addesio
Sophie D'Addesio
Linda Davis
Nancy Davis
Sally Davis
Kay DeIulio
Carol Ditmore
Maureen Dort
Ann Dresner
Marcia Driscoll
*Lois Duffy
Peg Eldridge
David Eldridge
Mary Lou Evan
Ginni Evans
Sydney Feldman
Jane Firla
Ellie Fitzgerald
Phyllis Geraci
Ina Glasberg
Margie Tanzer Glou
Marcia Glynn
Ruth Goodband
Judy Grace
Polly Grebel
Mary Ellen Hannigan
*Lida Harkins
Bill Herd
Mary Ellen Herd
Sandi Hicks
Kathy Higgins
*Dolly Hinden
Kim Hinden
*Chris Hoffmeister
Jane Howard
Eleanor Jacques
Sandra Keller
Miriam Kronish
Debby Langione
*Dorothy Manning
Marge Margolis
Paula McCusker
Elaiine McGovern
Pam McNealy
Paul McNealy
Lorraine Mitchell
*Jane Murphy
Doris Newman
*Judy Oman
June O'Neill
Madeline Page
*Lynn Petrini
*Carol Pirro
Sally Powers
*Marge Reid
*Lois Sockol
Caroline Spiros
Mary Ellen Stevenson
Pat Sullivan
Mary Supple
Irene Sylvain
Kay Taylor
*Ann Teachout
Gwen Thyne
Barbara Tierney
Toby Tishman
*Lucille Ward
Beverly Warren
Pat West
Pat Wilder

*Spent most of the weekend cooking, serving and cleaning up.

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N
1986

Our Town

SITUATION:
About 10 miles southwest of Boston
Geodetic position of Town Hall:

Latitude 40° 16′ 51.567″ North
Longitude 70° 14′ 13.048″ West

POPULATION:
29,078 (1986 Annual Town Census)

AREA:
Approximately 12.75 square miles

ELEVATION:
85 feet above sea level at
Rosemary Meadows, 180 feet at
Needham Square, 300 feet in Birds Hill.

ASSESSED VALUATION:
$1,440,647,760. Real Estate only
33,330,650. Personal Property

$1,473,978,410. Total

TAX RATE:
For the period from July 1, 1985 - June 30, 1986:
$7.89 General, $8.73 Schools Total $16.62

TOWN HALL:
Built in 1902. Phone 444-5100.

OFFICES OPEN:
8:30 a.m. - 5:30 p.m. Weekdays

OFFICES OPEN EVENINGS:
Office of Town Clerk, second and fourth Tuesday;

SENATORS IN CONGRESS:
Edward M. Kennedy
John Kerry

REPRESENTATIVE IN CONGRESS:
John J. Moakley of Boston
(Ninth Congressional District)

STATE SENATOR:
David H. Locke
(Norfolk, Bristol and Middlesex)

REPRESENTATIVE IN GENERAL COURT:
Ellen M. Canavan
(13th Norfok District)

MEMBER OF GOVERNOR'S COUNCIL:
Christopher A. Iannella, Jr.

QUALIFICATIONS FOR REGISTRATION AS VOTERS:
Must be 18 years of age, American born or fully naturalized. Registration Monday through Friday, 8:30 a.m. to 5 p.m., second and fourth Tuesday evening, at Town Clerk's office; Special evening sessions of Registrars held preceding elections.

ABSENTEE VOTING:
All elections.

DOG LICENSES:
All licenses expire March 31.
A dog should be licensed when 3 months old.
Fee: Male $4.00; Female $7.00; Spayed $4.00.

TAX BILLS:
Tax bills are paid semi-annually.
First payment is due on November first, or thirty days from mailing of bill, whichever is latest. If unpaid by due date, interest will be added according to law from October 1.
The second payment is due on May 1.
If unpaid on May 1, interest will be added according to law from April 1.
Motor vehicle excise is due thirty days from date of issuance.
Water Bills are due thirty days from date of issuance.

BOARD OF HEALTH:
Households shall report to the Board of Health all cases of communicable diseases, unless a physician is in attendance.

11/88 - G,F4

WITH GRATITUDE FOR DEDICATION TO COMMUNITY SERVICE. . .

Name	Department	Years of Service
Bielski, Mary	School	16
Bielski, Walter	Public Works	25
Carloni, Dorothy	School	30
Chalve, Robert	Fire	19
Dillman, Norman	School	12
Eldridge, Robert	Police	26
Ellis, Marguerite	Public Works	14
Feeney, Patricia	Library	13
Friel, Beatrice	Hospital	9
Griffin, Alice	Town Hall	9
Harris, Jean	School	27
Harris, Richard	Fire	18
Manning, Frances	Police	24
Marr, John	Public Works	16
O'Day, Raymond	Fire	29
Pride, Sally	Hospital	10
Roman, Robert	Police	31
Topjian, Marianne	Hospital	16
Wallace, Ann	School	20

IN MEMORIAM. . .

Broeker, Hans	Hospital	7
Cross, William	Legal	14
Daly, Florence	Hospital	14
Hurley, Charles	School	19
Mahoney, Mary	Hospital	9
Macpherson, Hugh	School	16
McCulloch, Lawrence	Dog Officer	7
Newey, Frederick	School	30
Parker, John	Public Works	23
Peterson, Marion	Town Hall	22
Shaldone, Anthony	Public Works	35
Winn, Ralph	School	32

Committee.....David W. Owen, Jane A. Howard
Photographer.....Robert Roman

Appreciation is extended to Marcia M. Carleton, Ron Sockol and Lois Sockol for their help with "COMMUNITY WEEKEND. . . A LOVE AFFAIR AT MEMORIAL PARK". Additional appreciation is extended to the Needham Times and Robert Roman for supplying the filler photographs of Community Weekend, and to Theodora K. Eaton and her staff for their assistance with the compilation of lists in the reference section.

Cover Photo: *The building at Memorial Park at the close of Fiscal Year 1986 . . . . the product of many hours of volunteer service.*

The photos of COMMUNITY WEEKEND throughout this Town Report depict the activities at Memorial Park on October 5-6, 1985.

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COMMUNITY WEEKEND . . . A LOVE AFFAIR AT MEMORIAL PARK

by Marcia M. Carleton

A week of dismal rainy weather caused concern and frustration as the volunteer project called Communiuty Weekend was scheduled to begin on October 5th 1985. So many plans had been made, so much work already done, so many willing to pull together to make this community effort happen and now the uncontrollable placed it in doubt. On the eve of Community Weekend the rain mercifully stopped but the dark and threatening skies offered slim hope of clearing weather. Piles of materials were stacked in front of the Memorial Park building patiently waiting for the well organized Needham Volunteers to erect a new gable/dormered roof over the building's present tar and gravel structure.

At about 6:30 a.m., Ron Sockol met with people as they arrived. Good cheer and communal spirit permeated the air even though skies were threatening. Bob Harris and his crew were setting up the tents donated by the Needham Exchange Club. They would house the food and diners and Lois Sockol, Jane Murphy, Ann Teachout, Marcia Carleton, Lois Duffy, and Lida Harkins were busy getting things ready. Later they would be joined by Dolly Hinden, Lynn Petrini, Carol Pirro, Dotty Manning, Chris Hoefmeister, Kathy D'Addesio, Judy Oman and many others who helped serve the food. Robert Bowers of the Salvation Army and Boston Sparks Association had his truck on site ready to dispense hot coffee and beef stew. Peter Hinden and John Teachout were busily setting up the cooking units.

There was much bustling about and officer John Gallello helped direct traffic. Gino Ficcardi was in charge of the two large dormers to be erected and had precut most of the parts during the week. The Bacchiochi brothers and Jack Malone were operating the heavy equipment lifting materials to the anxious workers. This essential heavy equipment was donated by Gary Petrini, Jack Malone, Mark Siskowitz, and E.J. Bleiler Co. Bob Melia was kept busy supervising many of the work details. Many Needhamites came to watch, chat, offer suggestions and help. Dave Crocker had provided name tags for each of the workers color coded by the job they would do. He also provided handsomely designed menus as souvenirs of the occasion. T.V. cameras were present, photographers were snapping pictures and excitement electrified the air. The morning's labor was fruitful and building structures began to emerge. Many busy hands prepared and served lunch as the workers seated themselves on the benches beneath the tents to enjoy the deli sandwiches, salads, pastries, and beverages. Good cheer and brotherhood abounded and you could feel the respect they held for each other as they worked toward their common goal.

Shortly after lunch, the respite from inclement weather stopped. Drizzle turned to hearty drops as the wind and rain increased. But the will and the commitment of the volunteers never waivered. They toiled, many soaked to the skin, as the rain continued. Working furiously on the roof, Chuck Hasenfus had to be supported by one of his helpers so as not to slide off during the downpour. Finally, around 4:00 p.m., when conditions became so hazardous that caution demanded they stop, the volunteers responded to a determined plea and were persuaded to call it quits for the day. Everyone settled under the tents, enjoyed a hot cup of coffee, and marveled at the amazing amount they had accomplished. Their wet clothes clung to them yet they were warmed by comradeship and pride.

On Sunday, bright sunny skies made the task of finishing the first phase of the project much easier. Work began at 7:00 a.m. and the volunteers, heartened by their accomplishments and the dry weather, continued their extraordinary pace. There was humor, fun, and satisfaction wherever you looked or listened. The huge rear roof section was completed by lunch time, the interior framing of partitions, partial rough plumbing for the two bathrooms and the kitchen, and the electrical wiring had been started. During the afternoon the remaining roof was completed, all the windows and much of the siding were installed. The remaining siding would be completed days later by Paul Martin and Dan Bussey. The goal had been reached. More than expected had been done. Community Weekend had survived. At 6:00 o'clock the community of workers enjoyed their steak supper, all the many fixings and the hot fudge sundaes. They sat together to eat and celebrate what they had achieved. They had given of themselves, their skills, their resources for their town, each other, and the memory of those whom the park honors. They knew as they sat together that they would not forget this time and neither will we forget them.

The idea for the weekend was conceived by Town Meeting member, Ron Sockol, when it became evident that the monies allocated by Town Meeting in 1984 were insufficient to resolve the problems of the roof's design or its troublesome leaking condition. A local contractor by occupation, Ron Sockol proposed using the current balance of already appropriated funds ($27,423.00) to pay for materials and supplies and recruit the town's craftsmen to volunteer their labors to erect a new second floor addition. Sockol proceeded to design the new addition and under his leadership and enthusiasm the project was born.

The project would involve more than the correction of the design and roof repair. The two dormer addition would provide 4000 square feet of additional space for community use (i.e., much needed meeting space) as well as safe storage for the equipment of the different youth sport teams in town. When his design was presented to the Trustees of Memorial Park they unanimously approved them. On June 11th 1985 the Board of Selectmen unanimously gave their approval, giving the green light for Community Weekend to officially begin. But it is a long and at times hazardous path from an idea to reality, and the minds, hearts and resources of many good and skilled people needed to be offered so that the dream would not be a folly.

Community Weekend Chairman, Sockol quickly organized a committee comprised of Bob MacEwen, Gary Petrini, Phil Garrity, Jack Malone, Lois Sockol, Tony Cefalo, Doris Alexander, Bob Melia, Andy Lawson and Bob Harris. Community Weekend began to move forward strengthened by the involved support of the town's craftsmen who would be the heart and soul of the courageous venture. Contractor John Driscoll was the first to volunteer, followed by Needham craftsmen Tom Pirro, Chuck Mangine, Bob Newton, Matt McCarrick, Mike Langione, Chuck Hasenfus with his crew of Tom Tierney, Bruce Skinner, Ken and George Hasenfus, followed by Henry Heald, Gino Ficcardi (from Dover), David Thyne, David Gerber, David Irwin, Paul Salamone, Richard Burns, Kerry Malone, Vincent Collins, Bob Papetti, Larry Ricci, John Sullivan, Burton Lueth, Bob and Alan Bacchiochi, Stephan Scarcella, Heinz Brinkhaus, Jr. and Ralph Chamberlain for the ceramic tile work. An electrical angel, Ric Leary surfaced as the dedicated leader of the enormous electrical project aided by fellow electricians Gerald Barboni, Richard Tannenbaum, Doug Salisbury, Frank Gallello, Ray Moreno, Paul Ward and Jim Sabin. The plumbing responsibilities were handled by Gary Bosselman with help from Francis McDonnell and Herb Whipple. Mike Cahalane and John Fitzgerald did the masonry work. Jim Connor along with his painting crew of Jim

Continued on page 28.

Board of Selectmen

Sally B. Davis, Chairman; Norman P. Jacques, David F. Eldridge, Jr., Marcia M. Carleton; H. Phillip Garrity, Jr., David Owen, Executive Secretary

Purpose:

The Board of Selectmen functions as the executive branch of Needham's Town Government. In this capacity as the Town's executive authority, the Board of Selectmen is empowered both by local charter and state statutes to implement and administer the decisions of Town Meeting and to establish policies and procedures for the coordination of the operations of Town government. The Selectmen and their Executive Secretary, acting as their agent, represent the interests of the Town's residents in many forums, including: business dealings; intergovernmental coordination with other local, county, state, and federal agencies; and legal affairs.

Needham's Town charter provides that the Selectmen serve as Commissioners of the Police and Fire Departments, Board of Public Works, and Town Licensing Authority. The Board conducts hearings and makes decisions on the wide variety of matters under its jurisdiction, ranging from Town-wide issues like the annual tax classification hearing for purposes of setting the tax rate to specific neighborhood issues such as traffic and noise. The Selectmen, working with the department heads under their purview, establish operating and capital budgets for those departments and authorize borrowings as necessary. The Selectmen are vested with appointment authority over many Town Boards and Commissions and positions in some departments, as well as power to fill vacancies in some elective offices. The Board convenes the Annual Town Meeting and any Special Town Meetings that may be required, preparing the warrants for Town Meeting consideration.

The Selectmen meet regularly on the second and fourth Tuesdays of each month, except during July and August when they meet on only the third Tuesday. Special meetings are called whenever necessary throughout the year.

Budgetary Data:

			No. of Employees
Personal Services	$124,849.		
Expenses*	$546,984.	Full Time	4
Capital Improvements	$ 11,468.	Part Time	4
	$683,301.		

*Includes Town-wide expenses such as street lighting, garbage collection; Town reports, Town Meetings, etc.

F.Y. 1986 Highlights:

This was a very busy and demanding year for your Board of Selectmen. While continuing to oversee the operation of responsive and effective Town services, the Selectmen had to confront and deal effectively with a variety of issues, leading to victorious outcomes in some situations, compromise solutions in other cases, and the formulation of new initiatives in yet other areas. There follows a brief description of some of the more salient issues which received the attention of the Selectmen.

In a major labor relations breakthrough, management rights were re-established in the Needham Fire Department when the "minimum manning" clause was deleted from the new labor agreement with the firefighters' union. This clause was the primary cause of the uncontrolled overtime salary costs incurred by the Fire Department over the last several years and had been the object of various reform efforts by Boards of Selectmen over the past 16 years. The determination of the Selectmen in this matter was reflected by an impasse in bargaining of some 18 months duration and litigation which resulted in a favorable Superior Court decision. The minimum manning provision was replaced with language which assures firefighters of continued opportunity for overtime earnings, but allows the Town to control overtime salaries expenditures for the first time since the Fire Department became unionized.

Inasmuch as a Special Town Meeting was required to fund the contract with the firefighters referred to above, the Selectmen decided to utilize that opportunity to formulate and propose a new Sign Bylaw. Needham's original sign bylaw, adopted in 1966, had been the subject of legal challenges that rendered its status somewhat questionable and its application process had proved to be onerous for applicants. A new Sign Bylaw was put forth by the Selectmen, with the assistance of the Planning Board and Town Counsel, to remedy the legal uncertainties and streamline the administrative process. It was approved along with several other housekeeping items at the February 24, 1985 Special Town Meeting.

The issue of controlling growth and maintaining the community's quality of life, which assumed paramount importance last year, remained a critical focus of Selectmen's attention this year. The close working relationship between the Planning Board and the Selectmen continued to pay dividends to the community with a series of jointly sponsored Zoning Bylaws winning approval at the Annual Town Meeting. Concerns addressed in these new zoning bylaws include: preventing the proliferation of odd-shaped lots and the crowding of residential homes on marginal lots; maintaining the Town Hall as the visual focus of Needham center by implementing a two-story height limitation; and increasing the parking requirements for new developments.

The decision of last year's Annual Town Meeting to oppose the location of a train-layover facility in Needham caused the Selectmen and the Transportation Committee to engage in lengthy negotiations with the MBTA. After commissioning a study of alternatives and their costs to a train layover facility in Needham Heights, the MBTA evaluated the alternatives as impractical within their time and financial constraints. However, the MBTA did make several concessions to Needham, including reducing the number of trains laying over in Needham from three to two and eliminating mid-day service to the Center and the Heights entirely. Construction of all phases of the railway restoration program (i.e., tracks, bridges, stations, etc.) began in earnest in the Spring and continued into the summer. Construction is scheduled for completion in the winter of 1986-87 with commuter rail services scheduled for operation in the Spring of 1987.

Hurricane Gloria provided the Town with another opportunity to test its emergency procedures. While Town agencies generally responded well, areas where improvements could be made were noted and incorporated into revised emergency procedures. Several results from Hurricane Gloria deserve mention. First, Selectmen received commitments from Boston Edison and New England Telephone to upgrade their facilities and networks in Needham, which should help reduce future utility outages. Secondly, Continental Cablevision, the Town's Cable TV Company, supplied the Police Department with a terminal which permits the Police to instantaneously display emergency information on Channel 3, the local access channel. This device will also be employed by the School Department to communicate school closing information. Thirdly, the Selectmen proposed and Town Meeting approved an appropriation of funds to provide the necessary generator capacity for the Town's primary emergency shelter at the Pollard Middle School.

Handicapped access to the main floor of Town Hall is now assured by the completion of a handicapped accessible ramp at the Highland Avenue entrance of Town Hall. The Selectmen also sponsored a handicapped parking regulation bylaw at Town Meeting which requires the designation and enforcement of handicapped parking spaces at all parking lots, whether public or private, in Town.

In the area of administration, an employee performance appraisal system was implemented to evaluate employee performance in all general government departments. Department heads under the Selectmen's jurisdiction were requested to submit statements of goals and objectives for their departments for the first time to gauge their performance. Progress was made toward fulfilling the goals of the Town's Affirmative Action Program with the first minority appointee to the Police Department.

A new telephone system was selected by the Telecommunications Study Committee and approved by the Selectmen and Town Meeting. When implemented, it will mark the first time that all general Town government departments will be tied into a unified communications system, with attendant cost saving advantages.

In the area of facilities, there were several developments. The Police Facilities Study Committee created by the Selectmen submitted its report concerning the space needs at the Police and Fire Department headquarters building and received approval of their request to conduct an expanded feasibility study of the costs of

renovating that facility. In response to the continuing concerns about parking availability in Needham Center, the Selectmen proposed and Town Meeting approved the establishment of a Parking Facilities Study Committee to study the feasibility of a parking garage structure. The repair of the Town Hall balconies, which had virtually rotted off the building, were completed. And finally, the Selectmen acted to assure open space in the community by acting to acquire seven acres of land adjacent to the Town landfill.

The Board was saddened by the passing away of William A. Cross, who had served the Town capably as Town Counsel since 1964 until his health forced him to resign last year and as the Town's first Executive Secretary. The Board also learned of the intent of Fire Chief Charles Bellomo to retire in the Fall and began the process of recruiting his replacement.

Fiscal Year 1987 and Beyond

With many important matters concluded this year, the Board of Selectmen looks forward to dealing with continuing challenges in several areas of critical concern for the Town. Not the least of these challenges will be the financial one posed by the fact that the Town has now, for the first time since the adoption of Proposition 2½, used virtually all of its excess tax capacity and will run up against the restrictions of those tax limitation provisions. This means that extreme caution and restraint will have to be used in developing the budget proposals for the departments under the Selectmen's control.

With many major developments under consideration, the Selectmen remain committed to working closely with the Planning Board to tighten up the Town's zoning requirements to minimize the effects of new commercial development. In order to protect the special character of our community, the Board welcomes the opportunity to work cooperatively with other Town officials while exercising our own authority as necessary toward that goal.

The imminent completion of the MBTA commuter rail facilities in Needham means that several outstanding issues must be resolved soon. These include commuter parking, and the scheduling of the train schedule to be utilized by the MBTA, and the provision of adequate Mini-buses to coordinate with train service. While looking forward to the re-establishment of commuter rail service to Needham, the Board realizes that these issues and a host of other problems, must first be dealt with if the transition from commuter bus service is to be successful and without undue negative impacts to the community.

The Selectmen will continue to exercise diligence in monitoring the practices of Departments under their control, developing new policies and procedures as necessary to ensure effective management. Having re-established management rights in the Fire Department, attention must be focused on managing the department in an environment free of minimum manning requirements and developing better working relationships between the men and Town management. The Board is planning to institute an annual community survey to obtain feedback from the Town's citizenry about the performance of Town departments. This will provide department heads and supervisors another management tool to improve their performance. In addition, the Town is initiating an employee newsletter for Town employees to facilitate communications and help improve employee morale.

The Board of Selectmen acknowledges and thanks the many citizens, volunteers, committee members, employees, and others whose invaluable contributions make attainable the goal of maintaining a well-managed and civic-minded community

Town Clerk

Theodora K. Eaton

The Office of the Town Clerk can be compared to a hub around which the wheel of local government revolves. This office relates directly to many boards, committees and departments within the Town of Needham as well as various State and County departments within the Commonwealth.

The official duties and responsibilities of the Town Clerk are spelled out in over 73 Chapters and 400 sections of the Massachusetts General Laws as well as local Town By-Laws. Those pertaining to Elections and Town Meeting are the most complex with amendments to the State Statutes being made each year.

During Fiscal 1985-1986, the following Elections and Town Meetings were held:

Special Town Meeting	February 24, 1986
Annual Town Election	April 14, 1986
Election (To Fill a Vacancy in Precinct E for Town Meeting Member)	April 29, 1986
Annual Town Meeting	May 5, 1986
Special Town Meeting	May 14, 1986

The Special Town Meeting in February disposed of 6 Articles in one session. The Annual Town Meeting in May disposed of 48 Articles in seven sessions and the Special Town Meeting, within the Annual Town Meeting, disposed of 6 Articles.

Budgetary Data:

		No. of Employees	
Personal Services	$52,093.		
Expenses	3,245.	Full Time	3
Capital Expenses	0	Part Time	0

The Office was busy this year with two Special Town Meetings, the Annual Town Election and the Annual Town Meeting. The 1985 State Census continued this year with the State mandate to compile race/language statistics in conjunction with the 1986 Town Census.

The following statistics were compiled during Fiscal Year 1986.

VITAL STATISTICS

Births to Residents:

7/1/85 - 12/31/85	229
1/1/86 - 6/30/86	111
Total Needham Births	340

Deaths:	**Residents**	**Non-Residents**
7/1/85 - 12/31/85	145	41
1/1/86 - 6/30/86	153	53
	298	94
Total Deaths Recorded:	392	

Marriages:

7/1/85 - 12/31/85	122
1/1/86 - 6/30/86	113
	235

Fish and Game Licenses Issued:
7/1/85 - 6/30/86

Class 1 - Fishing	416
Class 2 - Hunting	117
Class 3 - Sporting	102
Class 4 - Minor Fishing	19
Class 5 - Resident Alien Fishing	10
Class 6 - Non-Resident Citizen/Alien Fishing	1
Class 7 - Non-Resident Citizen/Alien Fishing	4
Class 8 - Non-Resident Citizen/Alien Hunting (Small Game)	3
Class 10 - Resident Citizen Minor Trapping	1
Class 11 - Resident Citizen Trapping	2
Class 12 - Duplicates	8
Class 13 - Resident Alien Hunting	2
Class 15, 16, & 17 - Free Licenses	67
Class 18 - Resident Citizen Fishing Fishing Age 65-69	19
Class 19 - Resident Citizen Hunting Age 65-69	1
Class 20 - Resident Citizen Sporting Age 65-69	4
TOTAL:	776
Archery Stamps	36
Waterfowl Stamps	94
Paid to Div. of Fish & Game for Licenses	$9,263.25
Paid to Town Treasurer in Fees	376.60

Dog Licenses Issued:
7/1/85 - 6/30/86

Males @ $4.00	762
Females @$7.00	126
Spayed Females @ $4.00	861
Transfers @ $ .25	2
Kennels @ $11.00	5
Kennels @ $26.00	7
Kennels @ $51.00	2
	1765
Paid to County Treasurer for Licenses:	$4,627.75
Paid to Town Treasurer in Fees:	$3,085.75

Miscellaneous Receipts:
7/1/85 - 6/30/86

Certified copies of Marriage Intentions, UCC Filings, Business Certificates, Maps, Street Lists, Zoning By-Laws, various licenses, etc.. . . .	$47,167.60

The Town Clerk's Office is oriented to serve the public, and is open daily from 8:30 A.M. until 5:00 P.M. and from 7:30 P.M. until 9:00 P.M. on the second and fourth Tuesday evenings.

Board of Registrars

John W. Day, Barbara Doyle, Mary J. McCarthy, Theodora K. Eaton

Budgetary Data:		No. of Employees	
Personal Services	$34,824.		
Expenses	10,645.	Full Time	1
Canvassers & Tellers	5,900.	Part Time	4
Capital Outlay	3,085.		

The Board of Registrars is composed of four members, not more than two of whom may be members of the same political party. The Town Clerk, by virtue of the office, is one of the four members of the Board.

Responsibilities include the registration of voters, maintenance of an up-to-date voting list, preparation and printing of the annual listing of residents, certification of signatures on nomination papers and petitions, the processing of all absent voter applications, administration of election recounts and the checking in of Town Meeting Members at Town Meetings.

Voter turnout for the 1986 Annual Town Election held on April 14, 1986 was 29.5%.

The annual listing of residents was conducted by mail again this year. As a follow-up to the 1985 State Census, cities and towns were required to request residents to answer race/language questions in conjunction with the 1986 Census. 85% of the residents responded within the first six weeks. Census follow-up was conducted via telephone and police visitation. A list of dog owners was also compiled in accordance with Massachusetts General Laws.

Upon completion of the local listing, notices were sent to all those persons who were not reported as living in Needham on January 1st. Those who proved residence were reinstated. As a result of the notices mailed, names of voters who had moved out of Needham were removed from the Voting List. Names were also removed because of death, failure to comply with the notice, and other changes in voting status. Upon completion of the revision, the total number of registered voters was 17,302, as follows:

Precinct	Democrat	Republican	Unenrolled	Total
A	593	286	794	1673
B	611	379	1023	2013
C	784	721	1088	2593
D	622	492	844	1958
E	587	515	891	1993
F	484	317	541	1342
G	375	292	565	1232
H	576	385	811	1772
I	424	289	470	1183
J	512	345	686	1543
Total	5568	4021	7713	17,302

Budgetary Data:

Salaries	$33,853.
Expenses	5,150.
Special Fees	84,726.
	$123,729.

The Town Counsel shall continue to work with the Town Personnel, to further the operation of the Town and its services.

Legal Department

David S. Tobin, Town Counsel

The Legal Department of the Town of Needham has provided legal advice to the Town Departments and has represented the Town in court on various legal matters. The department has approved all contracts, bonds and related documents, attended Town Meetings, Selectmen's Meetings, and met with other boards when requested. In addition, the department has expended considerable time defending litigation. Also, the Legal Department has engaged Special Counsel to handle particular matters for the Town. The Collective Bargaining and Labor Relations matters are handled by a lawyer who specialized in that area.

Moderator

Richard P. Melick

The 1986 Annual Town Meeting produced inquiries of and created reactions to our procedures in Town Meeting and the manner in which they are being used. I have discussed these concerns with scores of Town Meeting Members and am studying their inquiries. The result will be changes which will produce a more efficient and enjoyable Town Meeting.

Our committees continue to be staffed by efficient, hardworking and capable volunteers. The Town can be proud of its legislative branch of government.

Personnel Department

Arthur Engdahl, Chairman; Paul Attridge, John H. Davis, John Sullivan, Paul Robison, Personnel Director.

The Personnel Board is comprised of five (5) members appointed by the Moderator for a term of 3 years each.

The Board has the responsibility to make recommendations to Town Meeting on matters of salary administration, job description and content, new jobs and changes in salary classification for all Town employees except for those in the School Department and the Glover Memorial Hospital.

Another prime responsibility of the Board is to negotiate with the six (6) employee Unions and Associations.

Meetings are held regularly throughout the year to hear and act on requests regarding individuals and department needs. The Board also hears and acts on personnel grievances as outlined in the Personnel Consolidated By-Law and the grievance procedure of the labor contracts.

The Personnel Board has always seen as its underlying responsibility the equitable balancing of the interests of the employees and the taxpayers in matters of compensation and employee benefits.

The splendid cooperation extended by all Town Officials and employees is appreciated.

Budgetary Data

		Number of Employees	
Personal Services	$50,970.		
Expenses	33,833.	Full Time	2
Capital Expense	0.	Part Time	1
Total	$84,803.		

FY '86 HIGHLIGHTS

The many extra sessions of contract negotiations with the three (3) Fire-fighter Unions culminated with an agreement on a three-year contract covering fiscal years 85, 86, and 87. Though the sessions were many and lengthy, a spirit of sincerity and honesty prevailed over the twenty-six (26) months of negotiations by Management and Labor to reach the agreement.

The Board held many extra sessions, prior to and after Town Meeting, to incorporate into the Town Government a new program of job description, job rating and salary schedule for all S-Grade personnel covered by the Personnel By-Law. Forty of the employees had asked for hearings because of the reclassification. The Board scheduled and heard each individual's request and on July 1 responded to each employee, as well as to all Town Meeting Members, on their decisions.

EDUCATION
School Department

William Miles, Chairman; Colleen Schaller, Mary Ellen Herd, Daniel P. Matthews, Joan Swartz, Margaret Murphy, Caroline Murray, Frederick Tirrell, Superintendent of Schools

The Needham Public Schools has five elementary schools, (grades K-5), two middle schools (grades 6-8), and one high school (grades 9-12). The school enrollment in 1985-86 was 4,002 students. The school budget was $17,003,322 with approximately eighty percent of the budget expended on salaries for personnel. There were 309 teachers and 129 support staff working for the benefit of the Needham children in 1985-86.

The 1985-86 school year was one of renewal and accomplishment in the Needham Public Schools. The system developed a new educational model for the Pollard Middle School which would be the only middle school operating in 1986-87. The reorganization of Needham High School was instituted under the leadership of Edwin P. Fredie, the new principal. The schools now have the ability to correct standardized tests which provides us with a powerful tool for test analysis. We began developing a new criterion reference testing program which will allow us to test for subject mastery rather than minimal competency. New systems of evaluation were produced for non-tenure teachers and administrators. In addition, a staff development program to assist personnel in observation and supervision of staff was inaugurated.

Most importantly, our students and staff continued to accomplish at exceptionally high levels. Eighty-six percent of our graduates will go on to post-secondary education immediately after high school graduation, including seventy-six percent who will attend four-year colleges. Many students were honored for academic, artistic, and athletic achievement. Our teachers and administrators received a number of awards and were called upon by other school systems to assist with projects.

We look forward in 1986-87 to instituting a new educational model at the Pollard Middle School with new curricula at each grade level. The Newman Middle School has been closed as a school and it will be leased for five years to the Massachusetts Criminal Justice Training Council. We will focus on the goal of teaching critical thinking at all levels. The high school will be the center of much attention as we do preparatory work for the physical renovation of the plant, as well as begin the self-evaluation process that will end with an outside evaluation in 1988. We will introduce significant curriculum changes in social studies, health, music and reading.

The community and its School Committee have high expectations of their schools. The entire staff acknowledges these expectations and devotes itself to educating the youth of Needham in a caring way.

BROADMEADOW SCHOOL — In addition to the regular basic curriculum program, Broadmeadow School took part in a wide ranging series of social, cultural and educational activities. Foremost among these were the guest speakers, artists, musicians, authors and illustrators brought in by our P.T.C. to help widen the youngsters' horizons.

An exciting new program was the after-school Dramatics Club sponsored by our P.T.C. and directed by two of our classroom teachers. More than 70% of all the parents in school played an active role in one or more of the following programs or events: Media Center volunteers, Parent Computer volunteers, Art-In, Road Race, Fun-Raiser, Book Fair, Disabilities Awareness Program, "Broadmeadow Breeze," Indian Day, Holiday Workshop, Balloon Launch, Parade of States, Early American Day, Jump Rope Contest, Turkey Trot, Track Meet and Family Night.

Probably the most innovative highlight of the 1985-86 school year was the Invention Convention held in April. Fourth and fifth grade students were challenged to create their own original useful invention after spending several weeks studying the process of invention. The Invention Convention was certainly successful in stimulating critical and creative thinking which was a townwide educational goal for 1985-86.

ELIOT SCHOOL — Project Discover continued this year under the direction of Janet Silva. This is an enrichment program whereby parent volunteers come into the kindergarten to talk about their occupations or to perform in some area in which they have expertise, such as cooking, singing, or showing a collection. Also, the Parent Reading Program has continued. The purpose of this program is to enhance the language arts skills of students. Parents volunteer to come into the kindergarten class and read stories and poetry and talk about their experiences. Both programs occur weekly and plans are being made to continue the programs next year.

Mariella Allard began a pilot program in grade one in which she introduced the students to the Apple II computer. The students learned the parts of the computer and how to operate simple programs.

Students in grades two through five participated in the Young Author's Contest. Second grade student Karen Carp and third grade student Sarah Finn won the townwide contest for their respective grades.

The fifth grade John Eliot Award in the D.A.R. Essay Contest was won by Dina Tigges. Her composition dealt with James Madison's contributions to the Constitution.

The Great Books Program has completed its second consecutive year in grade five. Plans are being developed to introduce this program into grade four next year.

A schoolwide Arts and Science Fair was conducted in May. Scientific projects and art work from all of the children were displayed in the cafeteria and gymnasium. In grades four and five the children were present to explain their projects and to show how they work.

HIGH ROCK SCHOOL — In addition to the regularly established volunteer programs such as the Senior Citizen Program, the Media and Computer Program, this year parents planned three series of after-school enrichment activities for children. In each series there were three meetings for children to learn dramatics, ceramics, story telling and quilt making. More than 100 children participated.

A weekly 30-minute period of sustained silent reading was implemented at the High Rock School. This program included the entire High Rock community, children, staff, custodians and secretaries. Each person read self-selected materials of interest.

Fifty students participated in the nationally sponsored Ecology Contest. One student rated as a finalist for the Northeast section of the United States.

Several classes participated in the Young Author's and Big Books Project. This project produced very positive results in student creative writing. High Rock School established a Read-A-Thon in which 200 students read a specific selected number of books in order to receive a certificate of achievement. Forty-five students from the High Rock School participated in the Math League Contest. High Rock is the first Needham elementary school to participate in this contest.

HILLSIDE SCHOOL — The school year was filled with exciting events: kindergarten and first-grade Big Books Conference, fifth-grade Young Author's Program, Halley's Comet Commerative Magazine including students' letters for posterity enclosed in time capsule 2061, concerts, physical education activities, Art-In, poetry writing, PACT projects, Science Center programs, field events, safety awareness programs, performing arts of all kinds from dancers, story tellers, record players, character actors, opera, ballet, puppetry and magic.

The School Improvement Council provided direct benefits to the students and staff by adding a weather station, orienteering program,

outdoor education equipment and a video camera.

Field trips took our students to Ridge Hill, the Children's Discovery Museum, Old Sturbridge Village, Plimouth Plantation, Plum Island, Boston Common Dairy Exposition, Boston Harbor Freedom Trail, Eastman Conservation area in addition to tours of Needham, local nursing homes and various Needham schools.

Critical Thinking was a major focus for our school this year and involved all of our students in a variety of activities.

Many guest speakers visited the Hillside School throughout the year to share their expertise with us. They included a potter, an ice cream maker, a noted journalist, a scientist, professors from area colleges, artists, musicians, architects, scores of parents and members of the Hillside community who visited us to help make us more aware of the world around us.

MITCHELL SCHOOL — Several new practices were successfully implemented at the Mitchell School during the 1985-86 school year. Among the activities were: Birthday Book donations in which parents donated new books to the Media Center in honor of their children's birthdays. Children's birthdays for each given month were recognized at lunch, on specific days.

Mitchell's one-year old playground received a sizable addition of new equipment during the Spring of 1986. All of the newly furnished apparatus was dedicated in honor of former Superintendent of Schools, Dr. Alan E. Schaefer.

Gloria Krueger, a member of the Mitchell staff, received an award from Superintendent of Schools, Dr. Frederick Tirrell at an assembly program in February for her courage and fast action in using the Heimlick Maneuver on a choking child in the cafeteria.

Principal James Cain instituted a new program entitled **A GIFT OF TIME** in which each faculty member was given a gift of one hour of time to use at his/her convenience. Throughout the school year Principal Cain relieved teachers from their regular classroom duties. He took over their classes and performed as a substitute teacher while staff members engaged in other forms of professional activities.

One-hundred percent of the Mitchell student population participated in a Read-A-Thon. A total of 7,077 books were read by the Mitchell students during the 1985-86 school year.

Each month children in grades one through five received a homework assignment from the Principal. The assignments were personally corrected and returned to each student.

POLLARD MIDDLE SCHOOL — The Pollard Middle School had a very active school year both academically and in terms of student activities. The following are among the events highlighted during the 1985-86 school year:

Twenty-one Pollard students participated in hosting "Kids-World" which was aired throughout New England on Channel 25 on April 5, 1986. "Kids-World" is an award winning weekly television news magazine for children. The news is reported by kids across America. Each half-hour program features six to eight stories that are informative to kids. Stories are nationally syndicated and pre-taped in various areas of the country.

Pollard sixth-grader Adam Skolnick was awarded the first place prize for the Daughter's of the American Revolution Essay Contest for his essay entitled **Alexander Hamilton.**

The Pollard Boy's Chorus was invited to perform at the Massachusetts Music Teachers' Conference in Westford. The Boy's Chorus was selected in competition from taped auditions, including choral groups from around the state.

Renee Lindsay, an eighth-grade student at Pollard, had the honor of meeting Vice-President Bush who was the principal speaker at the U.S.O. Center at Logan Airport at a dedication of the new center in the name of an area Marine killed by terrorists in Lebanon. Ms. Lindsay, representing Needham, presented a bouquet of flowers to the Vice-President.

For the second year in a row Henry Hicks, a teacher at the Pollard Middle School, received recognition for his contribution to the teaching of United States History. He was the recipient of the Massachusetts Daughters of the American Revolution Outstanding History Teacher Award.

The Newman and Pollard Middle Schools were scheduled to merge as one middle school effective September 1, 1986. Many merger activities such as dances and socials were conducted for the students of both schools to help them develop a sense of community prior to the merger.

NEEDHAM HIGH SCHOOL — Needham High School is a four-year comprehensive high school with a student population of 1392. As a comprehensive high school, a full program in the basic academic areas of English, math, science and social studies is offered to all students. These subjects are augmented by courses in the fine arts (art and music), practical arts and business. There are also internship and work study programs available to students for graduation credit.

Among new educational programs implemented in the 1985-86 academic year are an organizational skills program and a reading program. The organizational skills program is geared to meet the needs of students in grades nine and ten who have been identified as potential school drop-outs. The reading program has two foci: (1) A developmental reading program designed to give students advanced reading skills, and (2) A remedial reading program for those students needing reinforcement of basic reading skills.

A skills development program was piloted this year at the high school as well. This program called the Personalized Learning Center (PLC) is for all students and offers instruction in skill areas such as listening, outlining, memorization for a specific period of time. Students attend the PLC for instruction in the skill area in which they wish support. Teachers also refer students to the PLC for specific assistance in a given skill area.

Finally, it should be noted that the class of 1986 is remarkable for its many scholastic and community service achievements. The Town of Needham can take pride in such a fine group of young citizens.

ADULT EDUCATION

— The Needham Adult Education Program has offered a broad range of full-length courses and workshops during the 1985-86 school year. Students have ranged in age from 16 to 88 and courses have included eight different foreign languages, business and financial planning, arts and crafts, recreation and health, cooking and sewing, personal improvement and community and social issues.

— Almost 4,000 adults from Needham and surrounding communities have participated in Adult Education classes during the year. The Adult Education Program also offers math and English SAT Preparation courses, Basic English and math courses and a selection of courses for adults with special needs.

— The Adult Education Advisory Committee comprised of eleven Needham residents meets five times during the year. Responsibilities of this group include identifying educational needs among Needham adults, making suggestions for improvements in the program, searching for qualified instructors and helping with evening registration.

ART

— Eight students from Needham were awarded gold keys for excellence in the annual Boston Globe Scholastic Art Awards Competition. Four of these students received blue ribbon awards which qualified them for entry into National competition. At the National competition held in New York City, one Needham High School student received a $1500 scholarship to the Philadelphia College of Art. Fifty-three fifth grade students submitted art entries for the Annual Fourth of July Celebration sponsored by the Needham Exchange Club. This year's theme was "LIBERTY." Twenty of the entries were chosen to receive blue ribbon awards for excellence while the remainder received honorable mention.

— One high school student won second place and another received honorable mention in the Logo Contest sponsored by the Massachusetts Association of Librarians and Media specialists.

— An eighth grade student at the Newman Middle School won second place in the intermediate level of the Visual Arts Competition for the Massachusetts Future Problem Solving Program held at the Massachusetts Institute of Technology.

— Several changes in Art Curriculum will be implemented during the 1986-87 school year. At the middle school an Arts and Crafts Program will replace the Industrial Arts Program. Activities formerly scheduled for industrial arts will be replaced by activities focused on an arts and crafts approach.

ENGLISH

— During the 1985-86 school year the English Department implemented several changes. It introduced for grades six through twelve a revised research curriculum which aims to involve students in a variety of research tasks of increasing difficulty. In addition, teachers piloted curriculum changes designed to integrate more effectively lessons included in the two semester courses required for seniors.

— Teachers also worked on implementing several recommendations of the English Department Evaluation Committee.

Committees updated the department language arts philosophy, studied vocabulary instruction in grades seven to twelve, evaluated the composition course and planned for a required Summer Reading Program for all middle school students. As a result of the evaluation studies, the Summer Reading Program will be introduced to grades five, six and seven and vocabulary activities for American Literature and Composition will be developed during the summer.

— During the 1986-87 school year the department will continue to implement recommendations of the Evaluation Committee by studying the instruction of speaking, listening and usage of mechanics and by reviewing reading assignments given in grades seven through twelve. Computer use will expand to include a pilot program for teaching composition and for assisting the publication staff. In addition, there are plans to explore the possibilities of a Humanities course for seniors to find ways to show parents how to help children read and write and to develop a schoolwide Drama Program.

— The department congratulated Claire Foley, winner of an award for excellence in writing given by the National Council of Teachers of English, and Lisa Hadrick and Michelle Gordon, winners of writing awards from Scholastic Magazine. For the tenth consecutive year the High School Literary Magazine "Even a Rag Like This" was given recognition. This year it received a rating of excellence from the National Council of Teachers of English and the prize for the best literary magazine by the New England Scholastic Press Association. Students and Thomas Rooney, the advisor, continue to do award winning work.

FOREIGN LANGUAGE

— The Foreign Language Department continued its participation for the sixth consecutive year in its student exchange program with a high school in Paris, France. Fifteen students and one teacher from the High School spent three weeks in France in February. A similar group from Paris completed the exchange during a three-week visit to Needham. For the first time the department participated in a student exchange with a high school in Cuneo, Italy for students of Italian and Latin.

— In the Spring, the department conducted its ninth annual Foreign Language Merit Awards presentation. Thirty-five students received forty-two various awards which included awards for high achievement in national foreign language examinations, awards presented by regional and state foreign language organizations and awards for contribution and achievement to the Needham Foreign Language Program.

— Beginning in September, 1986 the department will implement an eighth grade honors program in Foreign Language Curriculum which will be the first course in an accelerated honors track intended to prepare students better for advanced placement programs in grade twelve.

HEALTH EDUCATION

— Needham Health Educators for the first time presented units at the elementary school level in substance use and abuse. The units were taught in every classroom and focused on information, critical thinking and development of positive self concepts. These units were complemented by a five-part series for parents. The meetings included presentations on self image, self concept, drug information, child growth and development, resources available and the systematic causes and responses to substance abuse problems.

— The middle school program was continued in grade six and plans were finalized to expand the program during the 1986-87 school year. A new health educator will be available to teach the health classes in grades six, seven and eight. Part of that program will include an innovative unit that was tested in grade six this year. This five-part unit on mediation was taught at the Newman Middle School by the court advocates from the Cambridge District Court. Students were instructed on the concept of mediation and were given the opportunity to apply the learning to classroom conflicts.

— The high school program of peer advocates expanded its scope in 1985-86. The peer advocates worked on the socialization skills with special needs students in the high school, led classroom discussions on decision making, critical thinking and adolescent issues in the middle school and elementary schools.

MATHEMATICS

— The Needham Mathematics Program continues to be a program of distinction. In the Calculus APP-AB Exam, Needham students aaveraged 3.47 out of 5 while the national average was 2.9. In the Calculus APP-BC Exam, Needham students averaged 4.45 while the national average was 3.39. In the SAT, Needham's average of 519 was 23 points higher than the national average. In the level I Math Achievement Test, the Needham average was higher than the scores of the top 10% of the country.

— In individual competition two students were in the top 1% in the Math Olympiad and six students were recognized for being in the top 5%. In the MAA Exam, one student was recognized for being in the top ten from the Eastern Region of the United States and Canada. Our Mathematics Team was the division champion in that league.

— The National Council of Teachers of Mathematics' latest publication **Alternative Courses for Secondary School Mathematics** included the description of Needham's Career Math and Calculator Math as two of the seventy-four alternative courses selected throughout the United States and Canada.

— Louis Corbosiero of the Mathematics Department and Peter Nelson of the Science Department were presenters at the New England Association of Mathematics Teachers' Conference. The Conference was entitled "A Math/Science Approach."

MEDIA

— The High School Television laboratory offered two courses in television communication to students in addition to a full schedule of program development in the subject areas.

— The Media Resource Center developed and broadcast through Needham Cablevision a weekly two-hour educational television series. Many of the programs were original productions correlating with areas of study in school.

— The elementary school summer reading program was again offered to the students. This year's topic was "Float Away with Books." A middle school summer reading program was developed and introduced to the students. Additional reading incentives were offered to students through programs such as "Read-A-Thon," "Birthday Book," book fairs (supported by the PTC), and Author Day with local authors invited to the schools.

— The High School Teacher Center was active this year with a wide variety of program offerings ranging from lectures to musicals.

METCO

— The METCO Program entered its nineteenth year in Needham during the 1985-86 academic year. The purpose of the METCO Program is to provide both Boston and suburban youngsters and parents an opportunity to work and grow together positively. This year many METCO and resident students received such an opportunity through their participation in the musical production "Sky Happy." The students worked together to accomplish an entertaining show.

— In June 1986 ten METCO students graduated from Needham High School. Nine of the students are continuing their education at such institutions as Tufts University, Franklin Pierce Colege, Wentworth Institute, Tuskegee Institute, Norfolk State University, and North Carolina Central University.

MUSIC

— Students in grades four and five had an opportunity this year to begin study of a musical instrument in group lessons held in each elementary school. Of the 115 elementary students who started in the program in September, 100 continued through the year. The program will be offered again in the Fall to beginning instrumental students who elect to play a string, brass, woodwind or percussion instrument.

— The Massachusetts Music Educators Association selected the Pollard Middle School Boys' Choir to perform for the All-State Convention held in Westford, Massachusetts in April. The choir is directed by Faith M. Lueth.

— Twenty students from Newman, Pollard and Needham High School auditioned and were selected to perform in the Southeast District

Music Festivals and the All-State Music Festival. Four high school students were selected for the All Eastern Music Festival to be held in Baltimore, Maryland in 1987.

PACT

— The Needham Public Schools provided a program for Academically and Creatively Talented students (PACT) in grades two through eight.

— A team of sixth grade PACT students were finalists in the Massachusetts Future Problem Solving Bowl sponsored by the Massachusetts Association for the Advancement of Individual Potential.

— In the Fall, Continental Cablevision showed **Needham: A Look Back.** This videotape was produced by fourth grade PACT students as part of a study of the techniques used in all history research. Four senior citizens who spent their childhood in Needham around the year 1910 were interviewed by students for this documentary.

— In April, PACT fourth graders demonstrated inventive creations at "Creativity Night" as part of their study of the creative process.

PHYSICAL EDUCATION AND ATHLETICS

— The 1985-86 school year proved to be an exciting and productive one for both Physical Education and Athletic Programs. This year the girls' athletic teams and coaches were the recipients of the Bay State League All-Sports Award. They accumulated the best win/lost record of any town in the league. This is the fourth year out of eleven that the Needham girls have been awarded this honor. The boys' teams finished in fourth place.

— The Needham Physical Education staff implemented health related fitness tests in grades four through eight. These tests were already a part of the regular on-going high school curriculum. The administration of these tests emphasizes the importance of health and fitness.

— Other innovative and progressive programs in the Physical Education Curriculum include Nutrition and Project Adventure. The Nutrition Course was successfully piloted this year at the High School. This program was an initial step toward a Wellness Curriculum.

— The Project Adventure Curriculum includes units such as challenging ropes courses, new games and group initiative tasks. This year an outdoor adventure course was implemented at the Hillside Elementary School.

Physical Education as is all other curriculum areas is addressing the systemwide goal of critical thinking. In particular, the new courses such as Nutrition and Project Adventure reinforce this meaningful objective.

— A year-long comprehensive study of the Physical Education Curriculum resulted in a positive report. This report addressed many issues ranging from facility conditions to the need for a kindergarten Physcal Education Program.

PUPIL PERSONNEL SERVICES

— The Counseling Department participated in a monthly afterschool Professional Development Program during the second semester. The topics which were addressed included Substance Abuse, Job Outlook, Sexually Communicated Diseases, Divorce in the Schools and Sexual Behavior and Pregnancy.

— The Special Education Program at Needham High School through the efforts and directions of Deborah Fournier developed an outdoor experience program for developmentally delayed students. This program involves a three-day camping experience and an intensive program of nature study.

— The Special Education Department developed in cooperation with the Educational Cooperative (TEC) personnel a program called "Bridges Toward Employment." This vocational program provides on-the-job training in industry based sites with constant supervision. The job site for this year was Sun Life Company.

READING

— All kindergarten classes implemented a language experience integrated program this year. Kindergarten teachers used Big Books for large group reading together and as extensions for writing, discussion and other whole language opportunities.

— Literature paperback titles were developed for all grades one through six as part of the Reading Program. In addition to basic readers, teachers used literature in reading groups to promote development of vocabulary, comprehension and critical thinking.

— The combined Reading and Social Studies curriculum project was the development of the guide **Reading Skills in Social Studies: Grade Five.** Since grade five teachers found the guuidelines, charts and activities very useful a grade four Reading/Social Studies Guide will be developed.

— Starting in the Fall of 1986 there will be Communication Skills Courses for students in seventh and eighth grades who are not taking a foreign language. Both seventh and eighth grade programs will focus on increasing communication abilities. Among skills addressed will be: speaking to an audience, group discussion, problem solving, critical and creative thinking and using communications effectively in real life situations. Different units are planned for the seventh and eighth grade classes.

SCIENCE

— During the 1985-86 school year the Science Center provided a number of unusual science experiences in addition to the day to day programs. Examples of these special experiences are: computerization of the "Idea Factory" which is a teacher material loan service; presentation of an "Evening Moonlight" program for 600 students and parents; preparation and presentation of two major large group programs — "Gravity, Motion and Space" and "Skunks and Squirrels;" the production of several television tapes which will be available through the Media Resource Center.

— Jackson Foster and Peter Howell were selected to participate in the Simmons College/Museum of Science Patterns in Life Program during the summer of 1986. The purpose of this program is to help improve the integration and sequencing of middle and high school Life Science Curriculum.

— Curriculum guides and laboratory books for Chemistry 312, accelerated chemisty, were prepared during the 1985-86 school year and will be finalized during summer curriculum work. This updating involved the integration of subject matter, laboratory work, audio visual materials and time sequence.

— Emery Morse, Renee LaFontaine, Bruce Loughlin, Richard Ayache and Mary Hibert participated in the Critical and Creative Thinking courses in science offered by the University of Massachusetts in Boston. These courses were designed to help teachers integrate critical and creative thinking skills into the science curriculum.

— Joreen Hendry and Mary Hibert were speakers at the National Science Teachers' Association's Conference in San Francisco in 1986. A workshop entitled "Science: You have the Right Brain for This" focused on new ways to develop and enhance students' thinking skills in science.

SOCIAL STUDIES

— At the High School, the 9-12 curriculum has been revised for the school year 1986-87. This new program emphasizes world history and geography and is a sequential study of the development of humankind. Curriculum programs and methods have been developed for this program.

— Mr. Gordon Lind was this year's recipient of the SIRS Intellectual Freedom Award. Mr. Lind has been a member of the staff since 1969. Recently his students presented legislative bills to the Great and General Court of Massachusetts and also to the Congress of the United States.

— In the elementary schools new maps and globes were purchased to supplement the social studies program. ':Here, There, and Everywhere", an innovative K-5 geography curriculum, was introduced at all levels.

Future School Needs Committee

PURPOSE

The Future School Needs Committee was established by Article 62 of the Annual Town Meeting of 1950 and was continued by Article 42 of the Annual Town Meeting of 1986. The Committee acts in an advisory capacity to Town Meeting by formulating decisions affecting the Needham Public Schools. The Future School Needs Committee projects future school enrollments and works with various other Town Meeting Committees as well as with appointed sub-comittees of the School Committee.

EDUCATION

FY 1986 HIGHLIGHTS

Enrollment projections continue to show a declining school population especially at the high school level. Elementary school projections continue to show a stable population until 1990 with an average grade level size of 300 students. The birth rate for 1985 was 309 which is within our approximation of 300 students per grade.

The six year energy plan is now at the start of its third year. Phase III funding was approved at the 1986 Annual Town Meeting. Phase III is the most ambitious phase and includes boiler replacements at the high school ($300,000), roof replacements at the Pollard Middle School, and window replacements/reductions as needed. During FY 1986 Phase II projects were completed at the Pollard Middle School (boiler), high school (gym ceilings and insulation), Pollard Middle School (lighting and room modifications). Bids were solicited for the Eliot School roof, but no contractors submitted proposals for this job.

The Committee has selected five buildings to evaluate energy savings for the system (high school, Pollard, Newman, Eliot and Mitchell). Again in FY 1986 for these buildings approximately 27,000l,000,000 of BTU's of energy were saved with a cost savings of $173,632 based upon the reference year of 1977 (when energy saving measures were started). The savings are more remarkable for this year because there were 1000 more degree days (a colder year than the previous two years) and fuel costs have dropped significantly. Based upon these reduced fuel costs, energy use reductions, and new energy saving construction, the town of Needham is recovering its energy investments at a payback rate of two years. Phase I and II costs have been $500,000, energy savings have been $370,000 so far.

FY 1987 PROJECTIONS

Phase III of the six year energy plan as defined above is in progress. Ceiling and lighting improvements are an on-going process at all schools as funds are available.

The Future School Needs Committee has also been asked to participate in the evaluation of the oldest part of the high school for possible modifications. If this proposal moves forward, many of the new ceilings and light fixtures can be utilized in other buildings.

We will continue our efforts in projection student populations to reflect the future needs of our school facilities.

ENROLLMENT PROJECTIONS

Year	K	1-5	6-8	9-12	Total
'85(Act.)	281	1427	873	1421	4002
'85 (Proj)	253	1440	880	1442	4015
1986	292	1450	841	1306	3889
1987	300	1483	821	1235	3839
1988	275	1523	811	1115	3724
1989	354	1535	813	1045	3747
1990	296	1618	830	1019	3763
1991	296	1632	847	1001	3776
1992	296	1635	878	990	3799
1993	296	1631	892	1025	3866

PUBLIC SAFETY
Police Department

Louis A. Roman, Police Chief

PURPOSE:

When you dial the emergency number 911, the call is immediately answered by your Police Department which is on duty twenty-four hours a day, seven days a week. If it is a Police emergency the Police will respond at once. If the emergency requires the services of another department, they will be immediately contacted by the Police.

In addition to being a mobil emergency agency, the Police are on constant patrol in an effort to prevent crime, enforce the law, keep the peace, apprehend criminals, and create and maintain a sense of security in the community. They take calls on a regular administrative line to answer questions, give information or offer advice. The Police conduct regular classes on safety in our schools and other institutions and speak frequently before civic and other interested groups.

During fiscal 1986, 9814 calls were received at headquarters which required some type of Police action.

Budgetary Data:

		No. of Employees	
Personal Services	$1,788,297.		
Expenses	187.454.	Full Time	58
Capital Items	58,149.	Part Time	13
Total	$2,033,900.	Total	71

POLICE ACTIVITIES 7/1/85 - 6/30/86

From the Uniform Crime Report

	No. of Offenses	Cleared by Arrests or exceptional means
Homocide	1	0
Rape	0	0
Robbery	3	3
Assault	62	57
Total	66	60

BREAKING & ENTERING

	No. of Offenses	Cleared by Arrests or Exceptional Means
Residential	63	
Non-Residential	29	
Total	92	13

LARCENY	400	26
Motor Vehicle Theft		
Stolen Locally/ Recovered Locally		11
Stolen Locally/ Recovered Elsewhere		26
Stolen Elsewhere/ Recovered Locally		15

Property Values	7/1/85 Stolen	6/30/86 Recovered
Larceny and B&E	$274,587.	$ 43,093.
Motor Vehicle Theft	245,800.	206,900.
Total	$520,387.	$249,993.

FROM THE ARREST BOOK

	No. of Offenses
Violation of Drug Laws	16
Forgery and Uttering	3
Idle and Disorderly	5
Violation of Liquor Laws	44
Protective Custody	145
Operating Under the Influence	116
Receiving Stolen Property	2

FROM THE POLICE LOG

Disturbance Calls	548
Trespassing	26
Bicycles Stolen	59
Vandalism	372
Robbery Alarms	1971

MOTOR VEHICLES

Moving Violations	
Warnings	1814
Non-Criminal	1257
Criminal	80
Arrests	287
Parking Tickets Issued	9417
Personal Injury Accidents	184
Property Damage Accidents	965
Fatal Accidents	5

A look into the future reveals a continuation of a study to expand and renovate police headquarters as directed by Town Meeting.

Five tragic deaths on the highways of our Town during the past fiscal year has to indicate to the Police and the public alike, that speed, inattention and use of alcohol, can be and is fatal. Full cooperation from all citizens is urged to help us improve the Town Safety Record.

Once again our thanks for the fine cooperation and support from the other departments, tribunals and boards of the Town and citizens of our community.

Fire Department

Charles A. Bellomo, Fire Chief

PURPOSE:

The Needham Fire Department is a service of 75 dedicated personnel who are sworn to provide fire protection and fire suppression in the protection of life and property. The fire service also provides emergency medical care for the citizens of Needham. Fire protection is made up of various programs. Included are Fire Protection, Fire Prevention, Emergency Medical Care (E.M.T.), public and civic education, training, and other public services too numerous to mention. Also included is Hazardous Materials training which gives the department personnel the knowledge and strength for the protection of its citizens.

Budgetary Data:

		No. of Employees	
Personal Services	$2,162,011.		
Expenses	118,094.	Full Time	75
Capital Expenses	48,628.		
Total	$2,382,713.		

FY 1986 HIGHLIGHTS

During the year the department answered 2482 calls for assistance. The Rescue and Ambulance personnel answered 1703 calls, 900 of which were actual emergency transports. The ambulance receipts deposited in the Town's General Fund totaled $77,572.00.

All firefighters are on training schedules which improve their efficiency and keep their skills updated in all of the new techniques of modern firefighting. We currently have two firefighters attending the E.M.T. school for the medical services division.

The Fire Alarm Division is continuing with the training and installation of fire alarm circuits, computer training, and the inspection of fire alarm sprinklers and detectors in new buildings. The Fire Alarm Division collected $29,860.00 in fees.

The Fire Prevention Bureau is very busy with the new registrations of underground tanks. They monitor all hazardous materials in the event of a leak, and inspect all underground tanks. The bureau collects all permit fees, and a log is kept of all inspections that require fees. For the year 1,061 permits were issued resulting in $14,188.00 being collected and processed through the Treasurer's office.

Fire Department Inspection Bureau

CATEGORY	QUANTITY
Hospital Inspections	Quarterly
Hospital Fire Drills	20
Nursing Homes	Quarterly
Nursery Schools-Day Care Centers	12
School Inspections	20
School Fire Drills	40
Oil Trucks	5
Smoke Detectors	602
Oil Burners	38
Oil Tanks (above and below ground)	18
Gasoline Tanks Installed	10
Garages	7
Industrials	Unlimited
Investigations	Unlimited
Listings	Unlimited
Office Buildings	20
Places of Assembly	5
Restaurants	1
Stoves	5
Town Buildings	5
Underground tanks removed	31

Miscellaneous Department Missions

Fire Drills
Churches
Television Stations
Sprinkler flow tests
Sunday Inspections of all business areas
Chimney Inspections
Training of Staff in Nursing Homes
Industries for Assistance on Safety Programs
Reports to State
Fire Safety to Scouts, YMCA
Stove Inspections with Building Inspector
Assisting Fire Alarm — putting fireboxes in and out of service
Alarms answered
Home Inspections on request
Inspections made on places of assembly (after hours),Carnivals, theaters, etc.
Fire Drills conducted at different hours of the night at hospital and Charles River Association

The Fire Prevention Bureau continually monitors hazardous waste materials. The Bureau continually works with the D.E.Q.E. and the State Fire Marshal's Office.

The Fire Prevention Bureau also monitors all underground storage tanks containing gasoline for the purpose of renewal of licenses. To date 47 applicants contacted the bureau with the test results of their storage tanks. Any leaking tanks that were discovered were ordered to be removed.

Seminars were conducted at the following assemblies: Polaroid Corporation, G.T.E. Sylvania Electronics, Hamilton House Nursing Home, Briarwood Nursing Home, Glover Memorial Hospital, Charles River Workshop, and Duracell International Inc.

FY 1986 FORECAST:

The new 100 ft. ladder will arrive early next year. This truck comes with the newest equipment possible and can be operated from the ground console or from the top of the aerial with constant voice contact with the men from the 100 ft. level to the ground level. It also has the latest Scott 4.5 Breathing apparatus. After training on the new ladder is completed, it will be put in service. The Emergency Response Plan for the Town of Needham is ready to be presented to the Board of Selectmen for their approval.

The Needham Fire Department received and processed the following receipts through the Treasurer's office.

Ambulance	$ 77,572.
Fire Alarm Division	29,860.
Fire Prevention Division	14,188.
Total	$121,620.

Civil Defense

Julius T. Fedel

PURPOSE:

Needham Civil Defense is the focal point for governmental operations in time of an emergency. We are ready to provide support and assistance to all town departments in the form of trained manpower and equipment. Our Emergency Operations Center allows the Board of Selectmen to be in direct contact with all town departments as well as the needed State Civil Defense Agency.

Budgetary Data:

		No. of Employees	
Personal Services	$ 2,000.		
Expenses	16,544.	Full Time	0
Capital Expenses	1,500.	Part Time	1
Total	$20,000.		

FY '86 HIGHLIGHTS

On Friday, September 27, 1985, we experienced the fury of Hurricane Gloria. The destructive winds and driving rain caused widespread damage. Civil Defense went on alert the day before and a meeting of all town department heads was held at our headquarters.

Friday morning a state of emergency was declared by the Board of Selectmen, and all of our volunteers were called to active duty. We set up a shelter at the Pollard School with cots and blankets, food and meals were arranged for by the Red Cross. A truck and driver, supplied by the Public Works Department, drove a CD worker and the Director up to Tewksbury for 2,000 sandbags for use in the event of flooding.

Generators were set up for the Charles River Association for Retarded Citizens at two of their residences, alleviating many of their problems and enabling them to restore a certain degree of normalcy.

Communications under the leadership of our new Deputy, David Crocker, managed to keep things going in response to the many requests

regarding the need for help, assistance or service.

The Auxiliary Police covered the handling of traffic where trees and wires were down, provided transportation to and from the shelter and assisted the regular police.

The senior housing on Linden Street was without power and our volunteers cooked and served a hot meal to all residents and others who joined us.

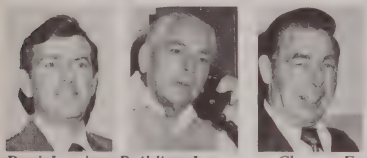
The State declared an emergency and considered Gloria one of the worst storms ever to threaten the East Coast, causing widespread damage costs to the towns.

Through Civil Defense, the Public Works Department compiled a list of added costs and losses by all town departments involved. On June 17, 1986, the town received a check from the state for 87.5% of our incurred costs in the amount of $145,867.

FY '87 FORECAST:

The Needham Civil Defense will continue to provide maximum amount of service to the town using our unpaid dedicated volunteers. Needham should be proud of these citizens, who this year gave over 28,000 hours of their time in service. We need ham operators and radio technicians. Why not Join!!!

Building Department



Paul Landry, Building Inspector; Chester E. Bosselman, Plumbing Inspector; Donald B. Griffin, Wiring Inspector

PURPOSE:

As with all departments that fall under the general heading of Public Safety, the Building Department is charged with protection of life and property. It does so by assuring that buildings within the town may be safely used and occupied as intended. To this end the Building Department is responsible for processing and performing inspections in connection with all permit applications for plumbing, gas-fitting, electric wiring, construction of new buildings and additions and alterations to existing structures.

The Inspector of Buildings must also make inspection whenever a change of use or occupancy occurs in a commercial property. He must also conduct periodic inspections of hospitals, schools, churches, nursing homes, day-care centers and multi-family dwellings as provided by the Massachusetts State Building Code.

In addition to Public Safety and Welfare, the purpose of the Building Department also affects quality of life with its interpreptation and enforcement of the Town of Needham Zoning By-Law and the Sign By-Law, both of which are the responsibility of the Inspector of Buildings.

Budgetary Data:

		No. of Employees	
Personal Services	$83,645.	Full Time	3
Expenses	2,410.	Perm. Pt.	
Capital Expenses	1,463.	Time	1
Total	$87,518.	Part time	1

FY '86 HIGHLIGHTS:

Once again the Building Department has set a new record both for numbers of permits issued as well as revenues received as follows:

Permits		
Plumbing	491	
Gas	201	
Electric	858	
Building	758	
Signs	57	
Swimming Pools	13	
Total		2378
Total Revenues		$285,301.50

FY '87 PROJECTIONS:

The Building Department has long enjoyed working cooperatively with the many town boards and departments toward fulfilling its purpose as well as assisting others to achieve theirs.

However, in the year to come it is our intent to expand this cooperative effort with the town's Conservation Commission by the creation of a new part time position under the title of Code Enforcement Officer to work under the supervision of the Inspector of Buildings to assist both the Conservation Commission and Building Department in enforcing all applicable codes.

We anticipate that the addition of this position will contribute greatly to maintaining and improving the safety and quality of life for all present and future Needham residents.

PUBLIC FACILITIES

Public Works

Robert A. MacEwen, Director of Public Works; David Greenwood, Engineer; Robert J. Lanigan, Superintendent Highway Division; Richard P. Merson, Superintendent Sewer Division; Bruce Nagler, Superintendent, Water Division; John F. Cusick, Superintendent Parks, Grounds and Forestry Division

PURPOSE:

Public Works includes, in its broadest sense, all endeavors related to the planning, designing, construction, operation, maintenance and management of the physical facilities necessary or desirable to community life. The Needham Public Works Department renders service to all citizens in the areas of highway maintenance and construction, water supply and distribution, sanitary and storm sewer construction and maintenance, solid waste disposal, traffic control, park maintenance and snow removal. The Department provides its own administration, engineering and equipment maintenance.

Budgetary Data:

		No. of Employees	
Personal Services	$2,013,473.		
Expenses	2,084,839.	Full Time	80
Capital Expenses	194,041.	Part Time	30
Total	$4,292,353.		

FY '86 HIGHLIGHTS

Hurricane Gloria struck at noontime on September 27, 1985 and dealt the Town a severe blow in the form of downed trees and lengthy power outages.

The Department contracted with L.E.A. Consultants to develop a closure plan of the Disposal Area including the development of a groundwater monitoring program in accordance with DEQE guidelines.

The Massachusetts Water Resources Authority completed its first full year of operation as the newly created agency that assumed control of the M.D.C. Water and Sewer Systems. This landmark legislation has had a dramatic effect on the Town in the manner in which Needham is assessed for these services.

On January 1, 1986, the Board of Selectmen instituted a Sewer Service Charge as a function of water consumption to recover the cost difference between former M.D.C. assessments and present MWRA charges.

The Towns of Needham, Dover, Natick and Wellesley agreed to share in a newly found water source known as Elm Bank.

Traffic Control Signals were installed at the intersection of Central Avenue and Hunnewell Street.

The Sewer System Rehabilitation Program continued with the house to house inspection in search of illegal connections to the Sewer System.

Construction commenced on the restoration of the Commuter Rail to Needham.

DIVISION SUPPORT

The Engineering Division continues to provide the technical support for all Department activities and assists other town agencies in engineering matters. This support consists of preparing studies, cost estimates, field surveys and designs for streets, municipal utilities, recreational facilities, parking lots and traffic improvements. The Division also prepares and maintains Assessor's plans and other municipal maps.

Personnel of the Division assisted the Planning Board in review of subdivision plans to insure compliance with town standards and regulations. New zoning policies have increased the activity of the Division in the area of Site Plan Review and residential compound hearings.

Other projects undertaken consisted of final inispections of the Handicapped Access Ramp for Town Hall and the emergency power generation at the Great Plain Avenue Sewer Pumping Station. Division personnel also provided contract supervision and inspection for the replacement of water mains on High Rock Street and Marked Tree Road.

Additional services involved supplying information and reviewing plans for the Massachusetts Water Resources Authority (MWRA) Relief Sewer through Needham, the construction of railroad facilities for return of commuter rail to Needham, sewer inflow studies, disposal area surveys and studies, and review of preliminary design and specifications for the rehabilitation of the Kendrick Street Bridge.

All other engineering services previously performed for Town Agencies have been continued.

The Garage Division is responsible for the operation and maintenance of the Public Works Building, the purchase, maintenance and repair of all Public Works equipment and the maintenance of vehicles operated by the Board of Health, Youth Commission, Building and Park & Recreation Departments. Assistance is also provided in the maintenance of Public Works Pumping Stations. The Division's mechanical experience and welding services have been made readily available to all town departments and its personnel continue to issue State Inspection stickers to most vehicles owned by the Town of Needham.

The equipment replacement program continued with the lease-purchase of 3 sedans, 1 station wagon, 3 dump trucks, 1 front end loader, 1 sidewalk tractor and 1 farm tractor. Because of budget constraints, the Public Works Department has not been able to rotate its equipment as projected in the long range program.

The Highway Division contracted for the surfacing of 10 miles of roadway pavement with bituminous concrete and stone chip and the painting of more than 30 miles of center lines and crosswalks.

Personnel of the Highway Division painting all guard rail fences, installed or replaced over 300 street name and traffic signs, swept each public way twice and cleaned the business sections and parking lost weekly.

The Receiving and Recycling Facility constructed for the most part by Highway Division personnel continues to receive the plaudits of residential users. The recycling efforts on the part of homeowners still falls well below the desired participation and places that phase of the operation in some jeopardy.

Fiscal 1986 produced a snow fall that totalled 27'' and the department responded on 21 occasions with chemical applications and/or plowing to combat the snow and ice.

The Park Division continued its active maintenance program on the seven hundred acres of land under the jurisdiction of the Selectmen, Park and Recreation Commission, Conservation Commission and Memorial Park Trustees. In addition to recreational and athletic facilities, the Division maintains Rosemary Pool and Mills Field Tennis Courts. The Forestry section of the Division is responsible for planting, pruning, spraying and removal of all public shade trees in the community.

During the winter months, personnel of the Park Division maintain ice skating areas at eight locations. Maintenance includes clearing the ponds of snow, sweeping the surfaces and making new ice when conditions permit. The Division continues to purchase supplies such as grass seed, fertilizer and chemicals in volume to obtain the appropriate discounts offered on bulk purchase.

210 flowering trees and 27 shrubs were planted by personnel of the Park Division while 85 trees were removed due to disease and hazardous conditions.

122 street trees on Warren Street, May Street, Otis Street, Woodlawn Avenue and the Heights Common were fertilized systematically in an effort to preserve the tree lined character of Needham.

Hurricane Gloria destroyed 495 trees along roadways in the park lands. In addition some 311 Town trees located on private property were damaged to the point where removal became necessary.

The spray program of the Division was drastically reduced due to the unavailability of insurance coverage.

The Sewer Division is responsible for the cleaning and maintenance of 120 miles of sanitary sewer mains, 65 miles of storm water drains, more than 2,800 catch basins and several miles of brooks and culverts. The Division responded to 197 calls to relieve residential waste water blockages caused in most instances by grease from garbage disposal units and tree roots growing in the service pipes. Personnel of the Sewer Division connected 50 residential and commercial buildings to the municipal system. 10 sewage pump stations containing 23 pumps are required to supplement the gravity system and are checked daily by Division personnel to insure proper operation on a continuous basis. The house-to-house inspection in search of illegal connections progressed through 3,116 homes.

In fiscal 1986, the Water Division's activities produced about $1,240,996. in revenue, $125,000. more than the total of all expenses that can properly be attributed to the cost of operations excluding allowance for water facilities depreciation. This indicates that the water rate structure is meeting its intended purpose of running the Division on the basis of returning a profit or loss within certain established guide-lines before adjusting the rate. The Coca Cola plant paid in excess of $168,900. for water supplied by the Division.

The 1336 million gallons of water pumped through the distribution system met all state and federal environmental standards. The cost for the delivery of water to consumers in any desired quantity at any time, was at the rate of ten gallons for one penny.

Personnel of the Division responded to 2539 service calls, installed 1110 meters and connected 30 new services.

FY '87 FORECAST:

The Town will continue its search for a resolution to the ultimate disposition of its solid waste to a regional resource recovery facility.

The Department will continue to upgrade the Town's water and sewer systems with additional cleaning and relining projects and sewer main rehabilitation.

The State Aid Programs will continue to be relied on to keep pace with the Capital responsibilities of the department.

MWRA costs will increase dramatically.

The High Rock Street Bridge should re-open.

The commuter rail service should become operational.

Minibus

Jane A. Howard, Minibus Coordinator

The Needham-Mite Minibus travels in four fixed loop hourly routes through the Town of Needham offering public transportation to people of all ages.

Budgetary Data:

		No. of Employees	
Personal Services	$ 6,272.		
Expenses	29,104.	Full Time	0
Capital Expense	0.	Part-Time	1
Total	$35,376.		

1986 HIGHLIGHTS:

During 1986, the Minibus carried 32,161 riders during 3,545 hours of operation which represents a 9% increase in ridership over 1985. Of the riders, 54% were senior citizens, 31.7% were students, 9.3% were adults and 6% were children under the age of 6.

The hours of operation this year were from 10-4 during July and August and from 10-5:30 from September through June.

The MBTA continued to subsidize the cost of the program. The total received from the MBTA this year was $50,795.97.

Multi-ride tickets were offered this year and numerous citizens took advantage of the con-

venience and savings of this offering. These tickets will continue to be available to our riders, and appreciation is expressed to the Town Clerk and her staff for their willingness to handle the sale of the tickets.

This department worked closely with the Transportation Committee during the year. With the anticipated return of the train, it is evident that there must be a coordination of services between the Minibus and the train. Much effort went into the study of options, particularly those offering service during non-peak train times when the train will not travel through town to Needham Heights.

1987 PROJECTIONS

It is anticipated that both the Town and the Contractor will continue to strive for comfortable and reliable service for all of the residents of the Town.

Further cooperation with the Transportation Committee is anticipated with the establishment of some type of Minibus service between Hersey Station or Needham Junction and Needham Heights during the off-peak hours once the train returns.

HUMAN SERVICES

Glover Memorial Hospital

David Z. Webster, Harry Allen, M. Christopher Canavan, Eunice Connors, Helen Krawiecki, Phillip Reed, J. David White, Francis Facchetti, Stephen L. Barrett, Administrator. Not pictured; David Devine, Chairman; Gary Petrini, Jeffrey Somers

PURPOSE:

Now in its 75th year, Glover Memorial Hospital continues to provide the residents of Needham and surrounding communities with convenient, high-quality, acute medical care in a warm, personal community hospital environment. In addition, Glover plays a major role in working with the local medical community, other health agencies, town departments, and community-based organizations to enhance the overall health of the community.

Glover Memorial Hospital is governed by a Board of Trustees appointed by the Board of Selectmen. These Trustees, all Needham residents, represent the Selectmen and the Town Meeting and are responsible for the general management and affairs of Glover.

Budgetary Data:

		No. of Employees
Salaries & Wages	$7,371,921.	Full Time 199
Supplies & Expenses	4,240,760.	Part Time 360
Capital Expense	588,201.	

FY '86 HIGHLIGHTS:

During Fiscal 1986, Glover Memorial Hospital took significant steps in response to the increasing need for cost-effective delivery of healthcare services, the special needs of an aging local population, and growing competition among healthcare providers. These trends have meant Glover, like other hospitals, have experienced a decline in inpatient volume and a tremendous increase in the use of outpatient services over the past year.

Consequently, Glover substantially upgraded its emergency and radiology departments during FY '86 with the installation of a new full-body CT Scanner and a complete renovation of the Emergency Department. Glover backed this commitment to quality emergency care by hiring its first full-time emergency medical director.

In addition to the new Emergency Medicine Chief, Glover also granted privileges to 24 new physicians so they may use the hospital. The addition of these new physicians, together with new affiliations with Tufts Associated Health Plan and the Medicare health maintenance plans from Tufts and Bay State Health Plan, improves community access to the hospital and state-of-art health insurance options.

Also during FY86, Glover continued to expand outpatient services adding a highly successful Industrial Medicine Program serving 28,000 local employees, a new Sports Injury Clinic, and a much-needed Lifeline personal emergency telephone system for the community's homebound. Glover's Same Day Surgery program continued to grow performing nearly 350 more procedures in FY'86 than in FY'85. Similar increases were recorded in the hospital's Outpatient and Street Clothes Surgery programs.

Fiscal 1986 was also the last year Glover received retrospective payment for Medicare services. Beginning FY'87, Glover will join the rest of the nation's hospitals on a new Medicare prospective payment system (PPS). Under this system, Glover will receive a predetermined fixed fee for any of 471 specific diagnoses. In anticipation of this shift, Glover hired a PPS coordinator to monitor quality of care and cost-efficiency under this new reimbursement system.

To strengthen Glover for the future and protect the Town from some of the financial uncertainties future healthcare restructuring might bring, the Board of Trustees of Glover Memorial Hospital began discussions this year with other area hospitals and healthcare providers in search of potential alliances and cooperative solutions to the challenges facing all hospitals in the 1980's and 1990's.

FY '87 FORECAST:

In Fiscal 1987, Glover will look to improve financial performance under Medicare's Prospective Payment System by introducing stricter cost-controls and productivity criteria. In addition, Glover will continue to expand its outpatient services to meet the growing demand for alternatives to costly inpatient care. Glover's Board of Trustees will continue their discussions with other area hospitals and healthcare providers in an effort to continue to provide state-of-the-art medical care, attract quality respected physicians to the area, and better meet the hospital's financial challenges.

FY '86 STATISTICS (as compared to FY85)

	FY '86	FY '85
HOSPITAL BEDS		
Medical/Surgical	84	84
Intensive Care	7	7
Pediatrics	4	4
Same Day Surgical	6	6
VOLUNTEERS		
Volunteers	335	341
Hours	34000	34000
ADMISSIONS	**2918**	**3136**
Medical/Surgical	2410	2644
Intensive Care	69	141
Pediatrics	439	351
PATIENT DAYS	**5370**	**4842**
SURGICAL PROCEDURES	**12831**	**12904**
Major	1010	1027
Minor	2138	1949
Outpatient	1096	918
Same Day Surgical	1126	948
EMERGENCY DEPT VISITS	**12831**	**12904**
RADIOLOGY EXAMS	**24507**	**23361**
LABORATORY EXAMS	**112717**	**115363**

Board of Health

John Fernald, Rachel E. Spector, Saul Adams, Robert Heustis, Director

PURPOSE:

The Board of Health is an elected Board, mandated by the General Laws to enforce state and local health and environmental regulations and to preserve, protect and improve the public health and well-being of the citizens.

BUDGETARY DATA:

		No. of Emploees	
Personal Services	$122,882.		
Expenses	39,650.	Full Time	4
Mental Health	66,888.	Part Time	5
Charles River Workshop	9,282.		
Out of State Travel	300.		
Capital Expenses	0.		
Total	$239,002.		

PUBLIC HEALTH NURSING

The registered nurses are responsible for:

— Conducting the Well Child Conference, which provides the supervision of well children from birth to school age. This monthly clinic for families with modest incomes provides medical examinations and immunizations. The 13 conferences were attended by 150 children. 14 parenting seminars and 19 newborn visits were also provided.

— Visiting, inspecting and licensing Nursery Schools and Day Care Centers to assure that the Community has high quality care for infants, toddlers, and pre-school youngsters. Family Day Cares are registered by the Regional Office for Children.

— Conducting Blood Pressure screening clinics (Monday - Friday, from 8:30 - 9:30 a.m. and 4:00 - 5:00 p.m.) and other screening programs. There were 2106 blood pressure screenings, 182 Mantoux skin tests, 156 Colo-rectal screenings, 465 vision screenings and 468 hearing screenings performed.

— Monitoring communicable disease and animal bites. There were 111 cases of communicable diseases reported, including Chicken Pox (60), Hepatitis (6), and Salmonella (9). There were 31 cases of animal bites, including dog (23) and cat (5) reported. A total of 216 dogs were immunized against rabies at the annual cllinics.

— Immunizing — the 1591 immunizations administered, included 1509 for Influenza, 24 DPT, and 25 Polio.

— The Board of Health also maintains a biologic inventory for the Community. Over 4000 vaccines were dispensed to private physicians.

In addition, the nurses provide the following services:

Health Guidance Home Visits.....272
Mental Health Home Visits.....14
Parochial School Nursing.....336 hours
Federal Energy Assistance.....148
Salvation Army Good Neighbor.....10
Federal Surplus Food.....952 families
4 distributions
Smoking Cessation Seminars.....2
attendance.....20

PUBLIC HEALTH NUTRITION

Nutritional services are correlated with the other health services in the Community. The Nutritionist works with all staff members on needed programs.

Traveling Meals Program

This 15 year old program provides a two meal food package prepared at Hamilton House Nursing Home. It is delivered by volunteers to clients referred to the Coordinator by physicians, Glover Hospital staff, or other agencies. There were 7105 meals delivered to a daily average of 30 recipients.

The following is a summary of other nutrition services:

Patient Conferences

Office Visits - 677
Home Visits - 20

Community Nutrition Education Programs

— Direct & supervise Community nutrition affiliation with Framingham State College, Nutrition majors.
— Senior Adult Programs - 4
— "For Men Only" Nutrition Programs - 4
— Weight Control Programs - 4
— Nursery School Programs - 2
— Participation in Health Fair - Needham High School
— Homemaking Training Programs - 2
— Nutrition press release/flyers/recipes, etc. - 10

ENVIRONMENTAL HEALTH

The generalized environmental health program, conducted by the Sanitarian, is multifaceted and varied as determined by public demand, legal mandates, complaints, permit and licensure requirements, inquiries, and the regulatory enforcement of local Board of Health, State Sanitary Code, D.E.Q.E. Titles, Right to Know and other State rules and regulations.

The following is a listing of items, complaints, inspectional activities, educational services, licensure and permit activities and remedial services performed by the Sanitarian during the 1986 fiscal year.

237 Subsurface sewage disposal, municipal sewerage and permit activities.
207 Food Service Establishment inspections, food complaints; Federal, State food and drug recalls.
132 Environmental complaints, site evaluations, noise, air pollution, inspections, housing complaints and inspections, and Right to Know.
66 Subdivision control, inspections, consultations and related activities.
53 Domestic animal permit activities.
47 Swimming pools (public, semi-public, domestic) inspections.
41 Solid waste, dumping and ground water pollution control.
10 General nuisance complaints.
9 Dog Clinic activities.
8 Professional meetings attended.
7 Inspection of camps and nursing homes.
1 Carbonated beverage bottling plant inspections and permit activities.

FY '86 HIGHLIGHTS:

During FY 1986, the first full year of implementing the State mandated "Right to Know" law, all Town employees exposed to hazardous substances listed on the Massachusetts Substance list were trained with respect to their rights under the law and any special precautions that must be observed when exposed or working with these materials.

Traveling Meals — The expense budget was increased by $27,000 to comply with the General Laws that require that all receipts by Town departments be deposited with the Town Treasurer. This required an appropriation to pay for the vendor that provides Traveling Meals. The actual meals provided to the recipients are of no cost to the Town, as receipts equal expenditures.

FY 1987 FORECAST:

The goals and objectives of the Board of Health continue to be to provide programs and services that are required to comply with mandated State public health and environmental health rules and regulations.

Our primary goal is to reduce the number of preventable diseases. This can be accomplished by immunization programs, health education concerning health maintenance, blood pressure control, weight control and proper diet, as well as diversified environmental risk factors.

HUMAN SERVICES

Department of Veterans' Services

Terrance W. McGuire, Jr.

PURPOSE:

The Department of Veterans' Services performs those functions assigned to it by Chapter 115 of the General Laws of the Commonwealth. Chief among those functions is the administration of benefits provided to Veterans and their family members in time of need. The Department is assigned the responsibility for Veterans' graves and insuring that they are properly marked and decorated on Memorial Day. A depository of discharges and records of service is maintained within the Department. Point of contact service is provided for matters to be brought before the Veterans Administration, including compensation, pensions, educational benefits, medical treatment and hospitalization, home loans and other areas of concern. Representation before hearing panels of the Veterans Administration, through the office of the Commissioner of Veterans Services, is provided for those Veterans desiring it.

BUDGETARY DATA:

		No. of Employees	
Personal Services	$18,558.		
Expenses	920.	Full Time	0
Capital Expense	0.	Part Time	2
Veterans' Benefits	34,667.		
Total	$54,145.		

FY '86 HIGHLIGHTS:

Benefits paid to Veterans and their families under Chapter 115 have remained relatively constant for the last two years and are generally reflective of the positive condition of the local economy and the availability of federal benefits programs in some instances. Applications for programs of the Veterans Administration were up markedly, a reflection of the aging of our Veteran population. Once again, Federal benefits paid to the Veterans of Needham and their dependents during the year were in excess of 2.65 millions of dollars.

Community involvement in the programs of this Department was significant. The members of the local posts of the American Legion and the Veterans of Foreign Wars displayed our National flag on the parking meters in Needham Center and in the Heights on each of the several holidays. They were supported by the young men of the local DeMolay Chapter as part of a community service project. Their help is much appreciated. The local Veterans organizations again placed a flag on each Veteran's grave for Memorial Day. Needham is fortunate to have so many caring people. The members of the Beth Shalom Garden Club donated many hours of service and spent a significant amount of money to make some beautiful plantings at the Vietnam Veterans' Memorial in preparation for Memorial Day. Their efforts enhanced the Memorial's appearance and were a labor of love. We owe them a vote of thanks. At year's end the Needham Exchange Club was finishing work on the Gazebo project that resulted in the erection of a bandstand at Memorial Park. The club is dedicating the bandstand to honor the service and sacrifice of the men and women of Needham who served in our nation's wars. A noble purpose.

FY '87 PROJECTIONS:

Federal budget cuts planned for this fiscal year could have a significant impact on the availability of Veterans Administration medical services, particularly for those Veterans who have non-service connected conditions. A means test will be instituted for Veterans in that category and some cost sharing will be required where sufficient assets are available. At this time many aspects of the program have not been resolved. It is not yet known if the coordination of benefits will be allowed, which would enable some of the costs to be passed through to carriers of health insurance who insure the Veterans seeking treatment. The Veterans Administration is continuing a study of long-term health care needs of our aging Veteran population with some positive results promised for this year. We will continue to monitor progress made in this area and will attempt to work in support of that goal.

Youth Commission

Ted Bennett, Chairman; Carole Vollman, Richard Creem, William Duncan, Thomas Engelman, Youth Coordinator. Not pictured: Adele Hoffman, Stephen Cadigan

PURPOSE:

The Needham Youth Commission provides support services to youths and their families, and works to improve the quality of life through counseling, employment services, community education and restitution programs. The Commission is responsible for identifying and responding to the needs of Needham youth and their families.

The eight members of the Youth Commission are appointed as follows: One each by: Finance Committee, Board of Selectmen, Town Moderator, School Committee, the Police Chief, Park and Recreation Commission, and two youth advisors by the Superintendent of Schools.

BUDGETARY DATA:

		No. of Employees	
Salaries	$84,706.		
Expenses	5,007.	Full Time	4
Capital	0.	Part Time	0
Total	$89,713.		

FY '86 HIGHLIGHTS:

Parents and young people have worked actively with the Commission to extend our support services to Needham families. Parents have increased their involvement with teen and family issues and teamed with the Youth Commission in drug and alcohol awareness programs. Young people have taken positive action as reflected in the the active Needham Chapter of Students Against Driving Drunk (SADD), as well as the Commission's Youth Advisory Council.

The Commission's Community Counseling and Youth Service Center provided employment and counseling services to Needham young people and families. By providing information and support services to local teenagers and families, the Commission enhanced family life and prevented the many issues families face from becoming problems.

For those young people and families who use our service, contact with a counselor either prevented a minor problem from becoming a serious family or community issue, or provided a young person or family with a place to turn for help. The Commission supplemented the counseling program by sponsoring parent discussion groups to support families with the many issues they face in today's society.

The Commission office continues to serve as a parent resource center providing information on drugs and alcohol, and youth and family issues. The Commission's resource library on substance abuse awareness literature was expanded to respond to information requests from teens, parents, and community groups.

The Commission's Employment and Career Placement Program responds to the need for meaningful experiences for young people to learn about the challenging world of work. There were 760 jobs located during the past year in full time, part time, yard work and babysitting jobs.

The Needham Community Service Restitution Program processed 36 offenders who were ordered by law enforcement authorities to provide community service. Offenders provided 990 hours of service work for local community agencies and town departments, equal to $3,316 worth of work (based upon 1985-86 minimum wage of $3.35/hour). Job sites included: Charles River Workshop, Ridge Hill Reservation, Community Council, Town Offices, Park and Recreation Commission and the Department of Public Works. Young offenders are provided a means to make up for their misdeeds in a constructive way and taught that crime does not pay.

The Needham SADD Chapter membership grew to 850 this year with high school students making a positive stand to increase the awareness of fellow students on the potential

dangers of alcohol and driving. SADD Awareness Week has become an annual March event, culminating a year long effort which included class visits, a presentation by emergency room nurses on their experiences with alcohol related driving injuries, and giving every graduating senior a 'Survival Packet' to encourage responsibility and safety during the graduation season.

The successful Youth Commission calendar was published this year with winning art work by high school students. Thanks to support from local businesses, the printing costs for the calendar were donated.

The Commission's Employment Service collected $3,816.50 in revenues this past year. Donations totaled $3,200 in materials and funds to increase our substance abuse awareness program.

FY '87 FORECAST:

The Commission plans to increase the scope of substance abuse awareness programs to both teens and families. As of the beginning of the 1986-87 school year, the Commission will serve as a referral source for high school students suspended for substance abuse who are required to complete a drug counseling and education program. There are also plans to provide additional opportunities for young people to help others by expanding the department's Peer Tutor Program.

Framing the main wall and waiting to install the steel beams

Council on Aging

Edward Pelletier, Chairman; Diane Perry Matthews, Daniel Comisky, Nina Ackerman, Helen Blumenberg, Florence Grinspoon, Sidney Dockser, Mary Lyons, Margaret Lindsay, Beverly McNair, Camella Hertz, Gerald Swartz, Deborah Wentworth, Janice Weiss, Executive Director. Not pictured: Helen Hicks

PURPOSE:

The Council on Aging was established by Town Meeting in 1957 to:

a) Identify the total needs and concerns of Needham's elderly and retired persons and those approaching retirement age.

b) Design, promote, coordinate, and implement services and programs to meet those needs and concerns.

c) Inform the community and enlist the support and participation of all citizens in this effort.

BUDGETARY DATA:

		No. of Employees	
Personal Services	$54,234.		
Expenses	11,140.	Full Time	2
Capital	4,796.	Part Time	2
Total	$70,170.		

The Council on Aging budget must be supplemented in order to continue to provide the scope of services offered. The Friends of Needham Elderly, Inc., The Executive Office of Elder Affairs, West Suburban Elder Services, Roche Bros. and Crystal Bus Company provide such funds and/or essential resources and service.

FY '86 HIGHLIGHTS:

a) **STEPHEN PALMER SENIOR CENTER** is the focal point for older adults in the community. Aging Specialists plan, implement, coordinate, and evaluate programs and services based on the perceived and expressed needs of the over 60 population. Programs emphasize education, recreation, fitness, arts and crafts, music, etc. With the continuing assistance of the Needham Public Library, the Center maintains a small lending library including regular and large print books. Staff is available to counsel and assist the elderly and their families and help them negotiate the often confusing network of aging services. The staff recruits and trains volunteers to assist in carrying out the Program. In FY '86, 3,600 different individuals were provided some form of service through the Council on Aging program.

b) **EXTENT OF SERVICE:**
104,637 units of service (a unit being one contact per client) were provided by staff, volunteers and cooperating agencies. Major service areas included:

Outreach	Units of Service
(Information & Referral, Ring every Day, Outreach Program, Transportation, Discount Program, Tax Assistance, Health Benefits, etc.)	46,121
Health Maintenance	7,130
Recreation & Education	16,540
Newsletter	28,800

c) **VOLUNTEERS:**
325 (duplicated count) men and women contributed over 15,000 hours of service in FY '86, equivalent to over 10 full time workers. This represents over $70,000 per year.

d) **FRIENDS OF NEEDHAM ELDERLY, INC.:**
A private, non-profit organization founded in 1980 has assumed the full cost of printing and mailing the monthly newsletter as well as paying for improvements at the Stephen Palmer Center. All people of all ages are encouraged to join this group.

e) **OTHER TOWN DEPARTMENTS & HUMAN SERVICE AGENCIES:**
Assistance to the Council on Aging in meeting the needs of the Town's elderly has been provided through the cooperation of several organizations including Glover Hospital, Adult Education, Youth Commission, Board of Health, Park & Recreation, Visiting Nurse Associates, and the Needham Community Council. Other Town departments have generously continued to direct part of their services to help older residents. The Executive Office of Elder Affairs supports Councils on Aging with the distribution of local aid monies based on a per/capita formula. The award for FY 86 was $8,556.

f) **FY 86 ACCOMPLISHMENTS:**

Annual Fair: Under the auspices of the Friends organization an Annual Fair was initiated during Senior Center Week. This event raised money for the Friends, engaged many participants (old and new) in the effort, and extended the outreach efforts of the Senior Center.

The Dorathea Willgoose Memorial Lecture. In memory of Dr. Dorathea Willgoose the first annual lecture was held during Senior Center Week. This annual event honors Dr. Willgoose's efforts on behalf of the elderly and her determination always to approach aging from a preventative and wellness model.

Outreach Program. Through various grant awards this program became a reality, intended to fill service gaps being left by modified Federal, State, and local regulations as well as the new Diagnosis Related Groups system (DRG) affecting Medicare recipients. The Outreach Worker working only 15 hours a week opened over 32 cases and works in conjunction with other Town Agencies in order to prevent service duplication.

Sunday Program. This program continues to attract many older people each Sunday for a hot meal and varied entertainment and programs. Needham remains one of the few suburban senior centers across the country offering such a program.

FY '87 FORECAST:

Over 6,000 people over 60 in Needham comprise 21% of the town population. These numbers will continue to grow. Currently there are well over 600 people over 60 living alone, (not including those residing in subsidized units). Need for more space at the Senior Center is a constant issue and new programs that begin to address the needs of the more frail must be explored. Social Day Care and housing concerns are paramount.

The Council on Aging will make every effort to continue to identify those with needs and when appropriate integrate them into the Center Program or refer them to an agency that can help them. Transportation needs will continue to be explored this year and the COA will cooperate with other agencies to find solutions to the problems facing Needham's elderly.

Every effort will be made to support an Aging Network which advocates a system that enables older people to live in dignity and maintain their independence for as long as they are able to do so.

DEVELOPMENT
Planning Board

Norman A. Homsy, Chairman; John H. Coggswell, Susan Glaser, Stanley Tippett, Paul Killeen, H. Calvin Cook, Planning Director

PURPOSE:

The Planning Board is charged with broad statutory responsibilities to guide the physical growth and development of Needham in a coordinated and comprehensive manner. The Planning Board reviews all proposeed subdivisions of land under the provisions of the Subdivision Control Law (M.G.L. Chapter 41, Section 81-K to 81-CG) and administers the provisions of the Town's Subdivision Regulations and Procedural Rules. Under new Zoning By-law provisions adopted at the 1985 Annual Town Meeting, the Planning Board now acts as the special permit granting authority for certain types of prescribed development projects. Planned Residential Developments, Residential Compounds, and "Major Projects" under the new Site Plan Review By-law all require special permits from the Planning Board. The Board is also responsible for making advisory reports to the Building Inspector on "Minor Projects" under the Site Plan Review By-law. Proposals for amendments to the Zoning By-law and Zoning Map are reviewed and, after public hearing, corresponding reports with recommendations are rendered to Town Meeting. All applications for zoning variances and special permits to the Board of Appeals are reviewed and written recommendations are made by the Planning Board. The Board is responsible for the continuous review and update of the Zoning By-law and Map, the Subdivision Regulations, and its Procedural Rules as a special permit granting authority. In the area of long-range or policy planning, the Planning Board has as a major responsibility the maintenance of an up-to-date Master Plan, which is used as a guidepost for decisions regarding future growth and development of the Town.

BUDGETARY DATA:

		No. of Employees	
Salaries	$41,700.		
Expenses	4,000.	Full Time	1
Capital Expenses	0.	Part Time	1
Total	$45,700.		

FY '86 HIGHLIGHTS:

As pressures for growth, change and development intensified — fueled by increasing property values, decreasing interest rates on borrowing and Needham's strategic location within the Boston metropolitan area — the Planning Board and its staff experienced the busiest year in recent history during Fiscal Year 1985-1986.

In its relatively new capacity as a special permit granting authority, the Planning Board processed eight applications as "Major Projects" under the Site Plan Review By-law. Three special permits with conditions were granted for either new or renovated office buildings in industrially zoned areas near Route 128, plus one for an addition to an auto sales and service establishment. In addition, two applications were reviewed and approved for minor revisions to previously granted Site Plan Special Permits. The Board also reviewed three applications as "Minor Projects" under the Site Plan Review By-law.

Three Definitive Subdivision Plans were processed for approval last year. The largest contained thirteen building lots on Pheasant Landing Road off Charles River Street (the former Cataldo Estate). The Planning Board also processed its first application under the relatively new Residential Compound By-law. Additionally, 26 plans were endorsed "Approval Not Required" under the Subdivision Control Law, meaning that the lots created or altered on such plans met minimum frontage requirements.

In fiscal 1986, the Planning Board initiated amendments to the Zoning By-law that have the effect of closing possible loopholes and refining previously existing regulations. The Annual Town Meeting in May responded by adopting all eleven zoning articles proposed by the Board, most by unanimous vote. Improved and more restrictive dimensional regulations were passed that will serve to protect the visual

character of both residential neighborhoods and Needham Center. Irregular, gerrymandered building lots will no longer be permitted, and the spacing of new houses constructed on new lots will be further apart. Three-story buildings within 500 feet of our historic Town Hall will no longer be allowed, nor will new buildings built in Needham's business districts receive any further bonus in terms of lot coverage just because they are located in proximity to municipal parking lots. Rather, a new floor area ratio (FAR) has been put into effect for new buildings located within 500 feet of Town Hall property. Better design requirements for new off-street parking facilities, including landscaped setback areas, where also adopted. At a Special Town Meeting within the Annual Meeting, comprehensive heliport regulations were adopted as a back-stop measure, in case the outright ban voted in 1985 becomes overturned.

Other planning, zoning and development-related activities in FY 1986 included the interviewing, hiring and monitoring of planning and traffic consultants to conduct an in-depth study of the Gould Street Area. Private funds in the form of a gift were earmarked by the Planning Board in its special permit for a new office development at 160 Gould Street. Lozano, White and Associates, in conjunction with Fay, Spofford & Thorndike, Inc., were retained. A citizens task force consisting of Gould Street business interests, residents of the immediate area and various civic groups was appointed. Public workshops were convened by the consultants. A final report with policy recommendations for special traffic improvements and land-use regulations is expected in fiscal year 1987.

In addition to the area-specific Gould Street Study, a public forum was held by the Planning Board for the express purpose of receiving input on Master Plan policies, particularly those related to business and industrial development. An attitude survey was developed to assist the Board in up-dating the 1983 Master Plan. Along these same lines, the planning intern conducted a detailed inventory during the summer of 1986 of every developed piece of property in each business and industrial district. Such specific data will serve as the basis for further planning analysis, leading to eventual revisions in the zoning of commercially-zoned areas of town.

FY '87 FORECAST:

In anticipation of a continuation of the construction boom in the western suburban area of Boston, the Needham Planning Board expects to receive additional applications for new office buildings, retail complexes, and other non-residential and residential development projects. Related to such a continuation, the Board will be looking for ways in which developers can make a contribution to improving the Town's infrastructure. As water, sewerage, drainage and traffic-related improvements are needed to accommodate new development, it seems only fair in the era of "Prop. 2½" that the private sector be asked to make certain contributions.

In addition, the Planning Board expects to work extensively with other interested officials and citizens in the development of further refinements to the Zoning By-law for consideration at the 1987 Annual Town Meeting.

Conservation Commission

Roy A. Cramer, Chairman; Elizabeth Anderson, Henry Ostrowski, John Sullivan. Not Pictured: Michael Kupferman, Martin Healy.

PURPOSE:

The main functions of the Conservation Commission are to 1) advise the Town in matters pertaining to the use, management and protection of the Town's natural resources and open spaces; 2) to administer the Massachusetts Wet-lands Protection Act, M.G.L. Chapter 131, Section 140; and 3) manage conservation property, including Ridge Hill Reservation.

BUDGETARY DATA:

	Number of Employees
Full Time	0
Part Time	0

FY '86 HIGHLIGHTS:

The pace of development in Needham quickened during the year, and the Commission's workload has continued to grow. The bulk of the Commission's work centered on the administration of Wetland Protection Act, which states that no person may remove, fill, dredge or alter certain natural resources without first filing a Notice of Intent with the Commission and obtaining, after a public hearing, an Order of Conditions. Wetlands are defined broadly to include not only lakes, streams and ponds, but also marshes, swamps, flood plain areas, bordering wetlands containing certain vegetation, etc. The rise in property values in Needham has let to aggressive development of previously ignored areas. Examples include a) A fourteen lot subdivision on land abutting Ridge Hill Reservation; b) preliminary development proposals for the Central Salvage property; c) preliminary development planning for a 36 acre parcel of land between Cartwright Road and Powderhouse Road, formerly owned by the McIntosh family; and d) the denial of a proposal to build a residence on land adjacent to Rosemary Brook.

The past year also saw an increase in enforcement actions taken against landowners with regard to abuse and misuse of wetlands, primarily involving illegal filling and dumping. There are presently six active cases involving illegal filling, which is a disturbing trend since damage to the environment is often irrevocable.

The Commission received as a gift a one-acre parcel of land abutting Ridge Hill Reservation from the developer of Pheasant Landing at 599 Charles River Street, as well as a conservation restriction over a portion of the wetland area in that development.

The Farley Pond Reservation has been cleared and improved and the foot bridge located at the rear of the Reservation rebuilt.

RIDGE HILL RESERVATION

Enjoyment and utilization of Ridge Hill Reservation and Ridge Hill Extension continues to grow. Picnicking, hiking, skiing, camping, birding and use of the Fit-Trail attracted several thousand visitors.

The main house at the Reservation continues to be in much demand for weddings, social functions and meetings.

FY '87 PROJECTIONS:

The Commission sees a continued need for technical expertise in order to respond to aggressive development proposals. In addition, it is clear that the Commission has an acute need for a staff person to more closely monitor ongoing construction projects, to effectively implement Enforcement Orders issued by the Commission to halt illegal filling and dumping, and to manage the increased paperwork generated by the administration of the Wetlands Protection Act. The Commission hopes to focus its activities in the coming year to land acquisition and long-range planning to preserve open space in Needham.

Board of Appeals

Hertz N. Henkoff, Chairman; Warren J. MacDonald, Alexander Zaleski, Edward L. MacCallum, William Tedoldi

Any party may apply to the Board of Appeals for: 1) a variance from the provisions of the Zoning By-law, 2) a special permit where required by the Zoning By-law, and 3) a review of a decision of the Building Inspector in granting or refusing a permit or taking or declining to take action under the provisions of the Zoning By-law. The jurisdiction of the Board is establish-

ed and defined by the Mass. General Laws and the Zoning By-law. The Board consists of three members and two associate members appointed by the Board of Selectmen.

Budgetary Data:

		No. of Employees	
Personal Services	$3,275.	Full Time	0
Expenses	3,640.	Part Time	1
Total	$6,915.		

During the period July 1, 1985 through June 20,1986 the Board of Appeals convened in 19 sessions to hear 52 applications for variances, special permits, and appeals from a decision of the Building Inspector and to deliberate to reach a decision. After hearing and consideration, the Board granted the relief requested on 35 applications and denied the relief requested on 5 applications. Two decisions made by the Building Inspector were upheld and 10 applicants were granted leave to withdraw their applications.

Under the provisions of the General Laws, all applications must be the subject of a public hearing. Notice is given by two newspaper publications. The first of two publications of a "Notice of Hearing" must appear in a local newspaper at least fourteen days prior to the date of the hearing. Notice is sent by mail to abutters as defined in the General Laws. The cost of such notice by publication is charged to the petitioner as a part of the filing fee mentioned below. Decisions of the Board are filed with the Town Clerk. A copy of the decision is mailed to the applicant. Notice of the decision is mailed to the abutters. An appeal from a decision of the Board must be filed in court within 20 days from the date when the decision was filed with the Town Clerk. After the twenty-day appeal period has elapsed, the applicant who has received notice of a favorable decision must record the notice of that decision at his expense at the Norfolk Registry of Deeds, Dedham, Massachusetts to make the decision operative and effective. Application forms and Rules of Procedure for hearings may be obtained in the Town Clerk's Office during business hours. The filing fee for a variance or for a residential special permit is $100. The filing fee for a business special permit is $200. The filing fee must accompany each application together with four copies of a plot plan of the locus involved in the application. The filing fee for an appeal from a decision of the Building Inspector is $100. Applications may be filed in the Office of the Town Clerk.

The Zoning By-law which was amended pursuant to Chapter 808 of the Acts of 1975 has made more explicit the basis on which a variance may be granted. The applicant must show that **owing to circumstances relating to the soil conditions, shape, or topography of such land or structures** and especially affecting such land or structures but not affecting generally the zoning district in which it is located, a literal enforcement of the provisions of the By-law would involve substantial hardship, financial or otherwise, to the petitioner, and that relief may be granted without substantial detriment to the public good.

All hearings are normally held once a month in the Town Hall. The hearings are open to the public and all are welcome to attend. Decisions of the Board of Appeals are filed with the Town Clerk and are a public record.

Historical Commission

Nancy D. Hartford, Chairman; Beth Rich, Norman A. Homsy, Raymond Bosworth, Leslie G. Crumbaker

PURPOSE:

The Needham Historical Commission, created by the Town Meeting in 1976, consists of five members appointed by the Selectmen. Working under directives and criteria established by both state and national government, the Commission is responsible for identifying, researching, and recording the historic assets of the town. These historical assets are the visible, still existing evidence of the town's history — sites, structures, and houses. These are reported to the Massachusetts Historical Commission for inclusion in the inventory of the Historical Assets of the Commonwealth. For those local assets of particular historical distinction or significance, the Commission prepares nominations to the National Register of Historic Places maintained by the U.S. Department of the Interior. The Commission is also charged with the support and encouragement of historic preservation within the town.

BUDGETARY DATA:

Expenses $425.

No full-time or part-time employees. All members are volunteers.

FY '86 HIGHLIGHTS:

As the year began the Commission was planning, with the approval of representatives of the Massachusetts Historical Commission, to apply for the creation of two historical districts in the town. One, to be called the Blacksmith Pond Historical District, comprised the area near and around the intersection of Nehoiden Street and Blacksmith Drive where the natural drainage from Mac's Pond above Great Plain Avenue (now called Sportsmen's Pond) to Rosemary Lake and thence to Rosemary Meadow on its way to the Charles River in West Needham (now Welesley), provided the waterpower for a thriving manufacturing area. Galen Orr's hinge and blind factory is said to have supplied the blinds

Putting up the dormer

and hinges for most of the fine houses then being built in Boston's Back Bay on sand and gravel transported from another part of Needham. The Blacksmith Pond Historical District had to be abandoned when the area was changed by the construction of four houses on land on which one old house once stood. The Commission is still considering the nomination of the other historic district, at the corner of Great Plain and Central Avenues, to be called the McIntosh Corner Historic District. This corner was the principal corner in town for perhaps a thousand years — from the time when it was the intersection of two major indian trails until the arrival of the railroad a half mile to the East effectively created a new center of town. The work on this nomination still continues and will continue well into FY 1987.

The Commission still continues to prepare inventory reports identifying local houses, sites and structures for inclusion in the Historical Assets of the Commonwealth, an inventory maintained by the Massachusetts Historical Commission. 113 of these reports have been filed with the state commission. These inventory reports are based on research in town and county records, old newspaper reports, interviews with old residents, and they take time. One report, still unfinished, was begun over three years ago. The research is complicated by the fact that the house, or parts of it, were built when the records of Norfolk County were still included in Suffolk County. Then there is the nomination of several fine old houses to the National Register of Historic Places. These nominations, after being submitted, have neither been approved nor denied. Of special interest is the nomination to the National Register of Needham's oldest house still standing (1707) and excellently preserved, the Robert Fuller House at the corner of Forest St. and Burrill Lane. This nomination has been pending since its submission in July 1985.

One nomination made in FY'86 was the nomination of the Emery Grover Building (the town's first high school) to the National Register. This building will eventually be declared excess by the School Committee and possibly sold. Inclusion of this building in the National Register would offer financial inducement to a buyer-builder to retain the architectural identity of the structure, the town's oldest public building.

Steel beams are up. Now come the rafters.

Housing Authority

Stephen Merritt, Chairman; Diane Perry Matthews, John Wallace, Edward Cahalane. Not Pictured: Rita Osborne, Executive Director, John Moore

It has been a very successful year for the Day Care located within the Housing Authority. Residents took advantage of the opportunity by enrolling 14 children in the program. An additional award was granted to the Authority to continue beyond day care to an after-school program. This will allow the residents to continue with school or employment by providing for children too old for day care to continue with an additional program. The child care provider for both the day care and after-school programs is Communities United of Watertown.

A new employee, Eleanor Lukes, has joined the staff as a social service coordinator. This position will allow the Housing Authority to assist the residents with the necessary supportive services and resources. The Authority's goal is to promote self sufficiency.

The Housing Authority will begin a 689 handicapped housing program at the 164 Linden Street location. The funds for this program will be from the Executive Office of Communities and Development (EOCD).

After many unsuccessful attempts, the Housing Authority was awarded an emergency grant of $150,000 to replace and rebuild the retaining wall at our 200-1 development. The architect awarded the contract is Andervet Associates, Inc. of Lincoln.

Modernization still continues at the elderly with replacement of heating systems and reglazing of windows and the start of a new phase paving the sidewalks within the Authority, and exterior painting.

Mr. John Moore, who served on the Housing Board for five years as a State appointee, has resigned. During Mr. Moore's tenure many new programs were implemented, such as the opening of the Cook's Bridge development, 689 Handicapped Housing, Day Care, modernization grants of approximately $875,000, during which he served as chairman. We wish to extend to Mr. Moore continued success and our sincere appreciation for a job well done.

We welcome a new State appointee who has joined the Housing Authority Board, Camilla Brixey Hertz. Ms. Hertz's appointment is for a five-year term. Congratulations!

Rear view with steel beams in place

Ron Sockol and Jack Malone working out a problem.

CULTURAL & LEISURE SERVICES

Free Public Library

Thomas M. Harkins, Chairman; Roma Jean Brown, Robert D. Hall, Jr., Charles Henderson, Deborah Wentworth, Emily Salaun, John Lebourveau, Raymond F. Bosworth, Trustee Emeritus; Vivian McIver, Librarian

PURPOSE:

The purpose of the Public Library is to serve as a resource center for everyone in the community seeking information, continuing education, recreation and culture. The Public Library assumes a unique role, one undertaken by no other institution, in that it expresses in a concrete form the cultural, social, political and economic history of society. Since 1975, the Needham Free Public Library has undertaken to preserve, maintain and collect certain historical public records of the town in its Laura G. Willgoose Archives Room.

The major services of the Public Library are providing materials (books, magazines, audio-visual) and information to the general public. The Public Library is the only agency to provide these functions to all segments of the population. In order to perform adequately, the Public Library must maintain, develop and make readily available a collection of books and other materials in sufficient amounts to supply demand, and to make the Library a dependable source for those who use it for educational, recreational and cultural pursuits. The Library is a participating member in the Minuteman Library Network which allows the residents of Needham access to a collection of approximately two million volumes. The resources of the Eastern Regional Library System are also available.

The Needham Public Library offers the additional services of educating and assisting individuals of all ages in the use of library materials. Special services are provided for senior citizens and handicapped persons, museum passes are available for the major museums in Boston and vicinity, and a variety of programs such as story hours, book talks, films and speakers on varied topics are offered during the year.

BUDGETARY DATA:

		No. of Employees	
Salaries	$408,035.		
Expenses	169,826.	Full Time	17
Capital Expenses	59,003.	Part Time	23
Total	$636,864.		

FY '86 — Major Services — Circulation of Books and Other Materials:

(For every transaction in checking out an item, a corresponding transaction takes place when the item is returned.)

Adult Dept.	188,447
Juvenile Dept.	78,678
	267,125

Special Services Circulation:

Talking books and cassettes for legally blind and physically handicapped from Library of Congress and Perkins Institute	405
Number on deposit at Library	442

The Talking Book Room also has a soundproof booth, which was federally funded, for listening to and recording talking books used by the handicapped.

The Library also maintains book collections at various locations through the town for the convenience of Senior Citizens.

Reference Department Statistics:

Questions answered	
Adult	23,350
Juvenile	3,254
	26,604
Reference books circulated on overnight loan	472
People using Genealogy Collection	217

Circulation Details:

Magazines, pamphlets	12,217
Art Prints	841
Video-Cassettes (Mar.-June)	2,301
Museum Pass Reservations (Children's & Science most popular)	186
Overdue Notices Sent	9,676
Bills Sent	866
Reserves Filled (patron request for special book titles)	2,435
Library cards issued - Adult	8,639
Juvenile	1,867
	10,506

Inter-Library Loan:

Books borrowed from other libraries	580
Books lent to other libraries	398

Interlibrary loan has increased dramatically since the library's circulation system went on-line on May 1st. Most loan requests are now filled within the week from the Minuteman Network database. 9% of the loans are filled from the Eastern Regional System.

Instruction on How to Use the Library:

The Young Adult Librarian visited the sixth grades of the Pollard and Newman Middle Schools to give a presentation on the Public Library and its services to students, (reference assistance, instruction on the Readers' Guide, vertical file, description of new books in the YA collection and special YA bibliographies.

The Children's Librarian gave a tour of the Children's Room to twelve groups.

6th Grade Orientations:

13 classrooms visited	294 students

Children's Room:

12 groups visited	247 students

Catalog Department Statistics:

The cataloger worked both on new books coming into the library and continued work on entering the library's book collection into the Minuteman Library database. Ten staff members assisted in the retrospective conversion.

Books cataloged:	Adult	4035
	Juvenile	312
		4347
Records and Cassettes cataloged		460
Books entered into the Minuteman database		65,308

Laura G. Willgoose Archives Room:

The archivist hired by the Trustees with funds from the Laura G. Willgoose Trust inventoried 162 Needham Historical Society documents which are now located in the Library's fireproof Archives Room. Work is continuing on the inventory of the Historical Society's archival documents.

FY '86 HIGHLIGHTS:

Automation Project:

The Library met its projected target date for on-line circulation of books when it began the new automated circulation system on May 2, 1986. By May 1st the library staff had completed barcoding all books and shelflist cards (128,366); had entered 101,000 books into the Minuteman Library Network database, and had issued 7,443 Minuteman Library cards to patrons. The automated system is working smoothly, and is enabling the library to give improved service to the public. The library is now able to accurately locate books, the return rate of books is improving, reserves on books are being filled three times faster, and patrons are taking advantage of having access to the two million book collection in the Minuteman database.

Open House, March 23, 1986:

The Library Trustees held an Open House at the library on Sunday, March 23 at 3:00 P.M. in honor of two recently retired library Trustees, Mary H. Dickert and William H. Ganick, who served on the library board for 24 and 20 years, respectively. During the ceremony two framed sets of N.C. Wyeth book illustrations, **(The Boy's King Arthur** and **Treasure Island)** were dedicated to the two retired Trustees. The illustrations are now hanging in the Community Room. The open house also served to introduce the library's circulating videocassette collection and to initiate the library's campaign to re-register all Needham residents for the Minuteman Library Network card.

Videocassette Collection:

The Library Trustees voted to start a circulating videocassette collection with money taken from the Tolman Fund. The collection was established to meet an increasing public demand and to provide a balanced audio-visual collection. The collection consists of current films, classic films, children's films and selected educational, travel and how-to films. It has proven to be a most successful program with an average circulation of two hundred films a week.

PROGRAMS AND EXHIBITS:

Reading-Discussion Series:

The Library was awarded a matching grant from the Massachusetts Foundation for Humanities and Public Policy for a reading discussion series, "New England Men and Women." The grant application directors were Roma Brown, Library Trustee and Mary Dickert, former Library Trustee. Participants in the program read books organized around a theme and came to the library to hear a presentation given by a noted scholar on the book, followed by discussion in small groups. Group discussion leaders were selected from the community. The series was a notable success, with an average attendance of 45 people. Those who attended requested that the series be continued next year.

March 4, 1986	Dr. Sarah Getty was the scholar-speaker who began the series with a presentation on **Summer,** by Edith Wharton.
March 18, 1986	Dr. Judith Pastore began the second in the series with a discussion of **Pembroke,** by Mary Wilkins Freeman.
April 1, 1986	Dr. Mary Kramer was the scholar-speaker for Nathaniel Hawthorne's **Scarlet Letter.**
April 15, 1986	Dr. Frederick Marchant discussed John Gardner's novel **October Light.**

Programs - Adult Department:

6	Book talks by Director	210
12	Art Exhibits by the Needham Art Association in the lilbrary lobby	
22	Special exhibits in the library display case	
18	Organizations used the library's Community Room on 59 different occasions	
2	Slide-lecture programs by Nancy Hartford, art historian and former Trustee of the Concord Antiquarian Museum: "The Great Houses of England" explored the architectural development of England's unique country houses, "The Birth of a Nation, Washington, D.C. — a Federal City" featured the Capitol city's leadership in the Classic Revival style of architecture.	45
	Total Attendance	330

Programs — Children's Department:

84 Story Hours	1,725
17 Film Showings	1,198
23 Programs for Older Children	468

Summer Reading Clubs:

Pre-School Read-To-Me Club (Parents & children read together at home)	182
The Quest Reading Club (The theme was Fantasy & The Middle Ages)	200

4th Annual Teddy Bear Jamboree (A Teddy Bear contest, parade & party) 91

The Friends of the Needham Library provided funds for special programming for children:

Susan Tobin, The Song Lady gave an end of the summer storyhour. Storyteller, Milbre Burch gave a program during Book Week in November. Other programs scheduled for school vacation weeks were: "You and Me Puppets," "Hearts and Flowers," "Audubon Ark," a Massachusetts Audubon Society program for pre-schoolers featuring a live rabbit, owl and skunk. In March a "Comet Halley" slide show was presented which was an adaptation of the show produced by the Science Museum of Virginia's Universe Planetarium Space Theatre.

146 Total Programs - 4,495 Total Attendance

Programs - Friends of the Needham Library:

Fall 1985 Susan Burgess, specialist in children's literature gave three book talk sessions for 'waiting mothers' during pre-school story hours. Various aspects of the picture book field were explored.

October 23, 1985 Bus trip to Andover for a tour of the Addison Gallery of American Art, luncheon at the Andover Inn.

November 24, 1985 M. Wesley Marans, noted autograph collector and author of **Sincerely Yours,** spoke on autographed photos of celebrities.

January 12, 1986 Nancy Dwyer gave a slide travelogue, "Canadian Rockies and Gardens of Western Canada."

February 23, 1986 Michael Blowen, film critic for the Boston Globe spoke on "Reviewing the Movies."

March 16, 1986 Dr. John L. Mahoney, Prof., Boston College, read and intrepreted some of the great poetry of English and American literature. His approach to poetry reading was distinctive and memorable.

May 4, 1986 Dr. Robert Eather, an atmospheric physicist, gave an illustrated lecture on "Aurora Borealis."

The Friends, in addition to giving $500 for children's programming, gave the library a new record rack, a videocassette rack, a microfilm cabinet and new backdrops for the display case. The Friends hosted a second Staff Appreciation Day.

The Library is truly grateful for the support of the Friends.

Gifts:

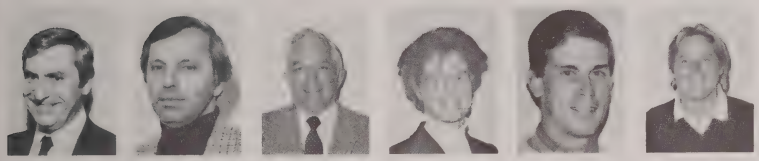
The Trustees and library staff thank all of the volunteers who gave 911.5 hours of their time working in the library. Also appreciated are the many gifts of books, magazines and donations to the Library's Permanent Donation Fund. Many of these contributions are given in memory of friends and relatives.

The Trustees are also grateful to Karl L. Nutter for his gift to the library of five hundred dolllars and his collection of Civil War books. The Trustees used his donation to establish the Karl L. Nutter Fund.

FY '87 FORECAST:

The Library Trustees are planning the celebration of the Needham Free Public Library's Centennial which will take place in 1988. A Centennial Committee has been formed with representatives from the Library Board of Trustees, Library Staff, Friends of the Library, and the Needham Historical Society. The goal of the Trustees will be to celebrate, communicate and educate the public on the past, present and future contributions of the library.

Park and Recreation Commission



Barrie Little-Gill, Chairman; Normand L. Provencher, Robert Hawes, Elinor Devlin, David F. Eldridge, III, Nancy A. White, Director

PURPOSE:

Empowered by Chapter 45 of the General Laws of the Commonwealth of Massachusetts, the Park and Recreation Commission:

- Provides balanced year-round recreation programming and leisure services for all ages
- Serves as steward of over 400 acres of public park land and town forest
- Maintains and schedules recreation and athletic facilities
- Manages Rosemary Lake and Pool as the principal aquatic recreation facility
- Provides long range open space and recreation planning
- Coordinates and provides support service for over 40 community organizations
- Sponsors special events and festivals
- Provides Youth leadership training and volunteer resource development

BUDGETARY DATA:

		No. of Employees	
Salaries	$181,628.		
Expenses	62,300.	Full Time	2
Capital Expenses	28,867.	Part Time	114
Capital Replacement	16,000.		
Total	$288,795.		

FY '86 HIGHLIGHTS:

The year 1986 was the beginning of the 4th decade of programs offered to the citizens of Needham by the Park and Recreation Commission. Programs flourished throughout the year and, once again, the athletic facilities were maximized by all ages. Evaluating programs on a continual basis has been an important key to the success of the department. Timely management of athletic fields has allowed the parks to be recognized as some of the best in Massachusetts.

Rosemary Pool suffered two shut down periods. A freak accident started off the summer. An automobile crossed the intersection of Rosemary and West Streets and ended up in the pool. Miraculously the driver received only minor injuries. The pool suffered damage, but within 5 days was reopened. A torrential rain storm later in the summer closed the pool for 4 days. Pool staff worked feverishly with the filtration system to clean up the pool and two employees stayed at the pool 24 hours a day to keep the system going. A dedicated staff worked together to provide an enjoyable summer.

Swimming lessons were provided to over 1200 youngsters while still others participated in sailing lessons and recreational canoeing. Girl Scouts from Camp Malcolm swam daily during the month of July. Camp People, Park and Recreation's Special Needs Program, as well as Perkins School for the Blind, the Walker School and The Charles River Workshop frequently used the pool. The Rosemary Pool ex-

terior was sandblasted for the first time since its inception. Although signs of wear are evident, the pool continues to provide a necessary service to the town. The bathhouse was also painted. The "Life, Be in it." family was a new attraction that was painted on two sections of the bathhouse.

The Park and Recreation Commission continues to campaign locally with the National Recreation and Park Association "Life. Be in it." theme. The 3rd annual "Life. Be in it." Day was held during the first of August. Each year the festival becomes more popular. Over 600 citizens participated and enjoyed exhibits, pony rides, games, and contests. A street singer (voted the best in Boston by People Magazine) performed to the delight of kids and adults.

The 8th Annual 3-Mile Fun Run was held two days after Hurricane Gloria. Although Hurricane Gloria brought havoc to the town, the Fun Run went well. GTE once again cosponsored the race with the Commission. Both the "Life. Be in it." Day and Fun Run had many volunteers. Without volunteers, the Park and Recreation would not be able to offer many programs. The Youth Commission, Jaycees, Auxiliary Police, Board of Health and Jr. New Century Club have been supportive throughout the years.

The Arts in the Parks and Playground Theatre series continue to show great numbers in attendance. Both summer series received financial support from corporations, businesses, community organizations and individuals. The Arts in the Parks performances truly need this support to enable it to continue offering this cultural experience to its citizens.

For the 2nd consecutive year, the Park and Recreation Commission provided transportation to the Governor's Cup Road Race in Boston. The Walking and/or Running Race is offered to citizens throughout the Commonwealth ages 40 and over. Needham has had a strong delegation each year. Our participants wore Needham Recreation painters' caps and were seen by everyone.

Continuing the tradition, the Needham Council on Aging held their annual picnic at Ridge Hill, sponsored in part by the Recreation Commission. After 12 years of service, Mary Bradley, Senior Citizen Exercise Instructor, resigned. Edward Pelletier continues to be the representative of the Park and Recreation Commission to the Council on Aging. His volunteerism is not only a credit to the COA and the Park and Recreation but also to the town.

Richard Creem continued as the representative on the Youth Commission. Revitalization of a possible Youth Center was discussed in the spring for inception in the fall. A Youth Center Committee would be formed with one representative from Park and Recreation on the board.

With assistance by the Program Evaluation and User Fee Committee, the Park and Recreation Commission continues to offer strong programs at nominal fees. Revenue received in 1986 was $141,087.00 in operating program receipts, thus reducing the net cost to the town to 42% of the actual operating budget.

With the continuation of growth in programs and facilities, the Commission was able to receive funding for a part-time Assistant Director of Park and Recreation. Although the need is evident for a full time assistant director, financial constraints did not allow for it in 1986.

FY '87 FORECAST:

With the administrative position of Assistant Director of Park and Recreation, new programs will be offered within the confines of the existing budget. Plans are underway for a Halloween Program and a February Vacation Program.

The Commission will be assessing needs for the interior of Rosemary Pool. The Cricket Field Building will be studied to determine future use and the exterior of the building will be painted.

Changes in programs and staffing will be evident in the near future. These changes will be made within the existing budget.

The Needham Park and Recreation Commission continues to be one of the strongest municipal leisure agencies in the Commonwealth in both programs and facilities. Forty years has passed since the inception of an elected board. The Board of today will begin the second forty years by pursing excellence in recreation for all citizens of Needham.

Memorial Park

Andrew Lawson, Chairman; Robert Chalue, Frederick Muir, Arthur Tiernan, Ron Sockol

Each year requests for Memorial Park seem to increase. Our calendar during the spring, summer and fall is filled almost every day.

Our building has a new roof and a second story which is in the process of being completed. Many people, too numerous to mention, gave their time and talent to make this come true.

Before the summer concerts, a new gazebo was dedicated where once the American Legion house stood. The picturesque gazebo is another welcome addition to Memorial Park. We are thankful for all the work the Exchange Club did on this project and the many contributions from the people of Needham.

The football field was moved about five yards toward the baseball diamond to eliminate the danger of injury on the track corner near the score board. New goal posts were also installed.

Plans were also formulated by the Village Club to present a gift of a new sign for Memorial Park at the Rosemary Street entrance.

Robert MacEwen, Director of Public Works and John Cusick, Superintendent of the Park Division receive our vote of thanks and appreciation for their tireless efforts on our behalf.

Once again our special thanks go to Bob Harris supervisor of Memorial Park for a job well done.

FINANCE
Board of Assessors

Richard W. Finnegan, Herbert L. Dodge, Joseph W. Bergin, Jr., Phillip Gates, Administrative Assessor.

FY '86 HIGHLIGHTS:

During the Spring a re-inspection of certain residential properties, selected by a random-sample method, was conducted to test the reliability of the existing descriptive data in the Assessors' records.

The Town was re-assessed in its entirety as of Jaunary 1, 1984 for FY 1985. This will be done again by law for FY 1988. In the meantime there are always some changes every year caused by abatements granted, new information received, new building construction, subdivisions, alterations and additions.

The first-half tax bills for FY 1986 were mailed on time, on October 3, 1985. The tax rate increased by about three percent over the prior year.

FY '87 FORECAST:

During FY 1987 the Assessors will conduct necessary activities to implement the required FY 1988 Town-wide revaluation. This will include further verification of the existing residential data base; a complete re-listing of all commercial properties; and a complete new revaluation of every parcel of real estate in Town to be effective as of January 1, 1987.

Finance Committee

Patrick Hyland, Robert J. Bond, Warner Hartford, Not pictured: William Powers, Chairman; Raeburn Hathaway, Larry Smith, Johanna Noyes

The Needham Finance Committee's principal responsibility is to recommend an annual operating and capital budget to the Town Meeting, along with the means of financing its recommended outlays. To this end, the Finance Committee must review all spending requests from municipal departments, as well as the estimated revenues available to the Town in the subsequent fiscal year.

1986 presented several significant financial issues to the Finance Committee in its deliberations. These included:

- the legal limitations on the Town's tax levy, for the first time since Proposition 2½
- the imposition of new local taxes (hotel-motel tax) and user charges (sewer use fee) on local residents and visitors
- limited free cash resources for Town Meeting
- the phase-out of Federal Revenue Sharing
- major changes in the Town's collective bargaining agreements.

These and other factors created a new framework within which to review and evaluate the Town's financial requirements and resources. In addition, during the year, the Finance Committee monitored closely the ongoing evaluation of Glover Hospital's financial position, and the future directions under consideration by the Board of Trustees. These deliberations, which were not concluded prior to the Annual Town Meeting, continue to be a most important issue to the Committee, and of great significance to the Town's future municipal service structure.

1986 also brought an important change to the Finance Committee's staff resources. Mr. Warner Hartford, who served for 17 years with distinction as the Committee's Executive Secretary, announced his resignation subsequent to the Annual Town Meeting. As the Committee's resident expert on municipal finance, and institutional memory on Town budgets, Mr. Hartford's shoes may prove difficult to fill.

The Finance Committee looks to 1987 as a year of stability, within the financial constraints already evidenced in 1986. New service requirements, as a result of growth and changing demographics, must be evaluated against current needs. As always, the Committee expects to review program needs from the perspective of all citizens and citizen groups, and to seek the optimum levels of productivity and responsiveness on the part of Town government. With the continued cooperation and efforts of Town empoyees and other Town Boards, we look forward to 1987, and its opportunities for enhancing our fiscal strength.

PURPOSE:

The Board of Assessors has the basic responsibility of establishing the Town's tax base by assigning an assessed value to every parcel of real estate (about 10,000) in the Town. In addition, the Assessors place a value on all taxable personal property of business and industry in the Town. As of January 1, 1985, the taxing date for FY 1986, the total assessed value of property, real and personal, was about $1,474,000,000.

Real Estate	$1,440,647,760
Personal Property	33,330,650
Total	$1,473,978,410

The FY 1986 tax rate was $16.62 per thousand dollars of valuation for all classes of property. The total tax levy was $24,497,521.

BUDGETARY DATA:

			No. of Employees
Personal Services	$126,000.	Full Time (staff)	6
Expenses	24,000.		
Capital Outlay	2,000.	Part Time (elected)	3
Total	$152,000.		

Contributory Retirement Board

Joseph Carey, Chairman; Claire Hawes, J. Darrison Sillesky

No. of Employees	1.8
Board Salaries	$25,649.
Administrataive Expenses	$ 5,033.
Investments - At Market Value	$18,738,125.
Money Market Account - Cash	$ 1,514,450.

In accordance with State statutes, the Retirement Board is responsible for the management and administration of the Employees' retirement system. The three-member Board consists of the Town Comptroller, an Employee representative elected by the members, and a citizen recommended to the Board by the Selectmen. The latter two members serve for alternating three-year terms, whereas the Town Comptroller is a permanent member. Board meetings are scheduled regularly, and all meetings are open to the public.

The functions of the Board correlate with the Employee's career, commencing with the enrollment of the new employee into membership, maintaining records of weekly payroll contributions ranging from 5% to 8% of gross salary, adding interest at 5½% annually to each member's account, holding hearings to determine eligibility for possible disability retirement, counseling the Employee on available retirement options, transferring him/her to the monthly retirees payroll (now at a level of $2.6 million annually), and finally, activating benefits for his/her surviving beneficiary.

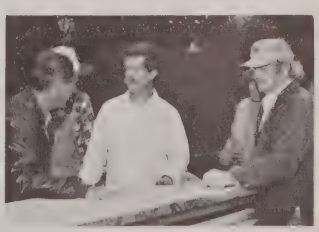
There is considerable inter-relationship with Town departments, Federal and State regulatory agencies, medical panels, and legal counsel. Detailed financial and operating data must be provided to regulatory agencies, and our activities are audited by Arthur Anderson & Co. and by the State. We take pride in their positive audit reports.

In the past two years, the State Legislature enacted amendments to the General Laws governing municipal retirement systems. A major objective was the improvement of the investment income on the considerable funds managed by each municipal system. A new State agency, the Pension Reserves Investment Trust (PRIT) was created, and after much consideration, the Needham Board voted to join PRIT and invest our funds totalling $15,235,936 with PRIT. We were confident that our Prit membership would provide us with a broadly diversified portfolio under professional management of the highest calibre. June 30, 1986 marked the completion of our first year with PRIT and the results have been gratifying. For the 12 month period, our variable PRIT account yielded a return of 29.64% net after all expenses, a return which compares very favorably with that of national market indices. Investment income totalled $1,896,059 for the year.

But our Prit membership also provided a bonus. Pursuant to State Law, each PRIT member shares in an annual grant from the State, pro-rated among the members. In FY 1986, Needham's share totalled $554,491, and this revenue will help to defray our future pension liabilities. In fact, this annual bonus, coupled with our investment income prompted the Selectmen to eliminate the annual appropriation to fund a reserve for future pension benefits, with a resultant savings to the taxpaper.

We believe that our retirement system has been strengthened, and among our objectives for the future is the updating of the January 1983 Actuarial Valuation report of the system by Mercer-Meidinger, Inc.

In the interim, the Board and our Administrative Clerk welcomes inquiries and/or comments about our operation.



Ron Sockol, Bob Newton and Jack Malone

FINANCE

Finance Department

Michael Carroll, Finance Director; Gerard Sullivan, Treasurer and Tax Collector; Joseph Carey, Comptroller; Robert W. Burke, Data Processing Manager

PURPOSE:

The department performs all essential financial and information management functions for the Town, with the objective of maintaining and enhancing the public's confidence in the sound and professional manner in which the finances of their Town government are administered. Although the Department has only limited direct interaction with the public, their interests are well served through our dealings with other Town Departments (in the provision of management information services that enable those departments to deliver services directly to citizens), external auditors and regulatory agencies (through the assertion of accounting controls to assure observance of the provisions of numerous statutes and regulations, and realize financial targets), all employees and retirees (whose interest in producing high quality services is enhanced by the group health and life insurance programs), financial institutions (to safeguard and increase Town funds by prudent investing, and obtain external funds when needed at a reasonable cost), and many other organizations and individuals.

BUDGETARY DATA:

		No. of Employees:	
Salaries	$409,875.		
Expenses	281,020.	Full Time	18
Capital Outlay	5,943.	Part Time	.5
Total	$696,838.		
Debt Service	411,615.		
Employee Insurance	1,513,689.		
Property and Casualty Insurance	373,974.		
Total Expenditures	2,996,116.		

FY '86 HIGHLIGHTS:

Progress was made on several insurance topics. Master health, a newly developed Blue Cross/Blue Shield product, was implemented, resulting in the containment of costs and level funding this cost. Group health and life insurance procedures were reorganized with a central Health Benefits Coordinator, who is able to provide more appropriate services to employees and retirees who need assistance with their insurance benefits. The Disability Management Program that was designed in FY'85 was reinforced, resulting in fewer lost days in a key department.

Several research projects were undertaken, and the role of the Department to perform research was developed. Major projects included an analysis of the advantages and disadvantages of Enterprise Fund Accounting as it applies to Glover Hospital and the DPW Water and Sewer Divisions; analysis of the staffing pattern in the Fire Department; and determination of the financial implications of alternative wage and salary structures that the Personnel Board was considering.

Several achievements were made in the Accounting Office. A detailed study was made of the application of salary type employee benefits to payroll administration in all Town departments, and an action plan for improving this area was prepared. A systems analysis was also conducted of the payroll/human resources system, and specifications for a new software package were issued.

The Data Processing Center completed many projects to maintain and expand the scope of supporting services that are rendered to other departments. The most significant was the renegotiation of the lease of a computer system from Sperry. The system was upgraded to handle the enormous workload that has grown, in terms of additional applications as well as greater usage of existing applications, since the Sperry system was installed five years ago.

A major project that was undertaken by the Treasury, in addition to maintaining solvency and collecting over 60,000 tax bills, was the issuance of $1.2 million in long term bonds. A presentation was made to Moody's to recognize that the Town bond rating should be Aaa. Although Moody's continued to award a rating of Aa the financial community recognized the investment quality of the Town's debt, and submitted bids that were made to Aaa municipalities.

Commissioners of Trust Funds

Robert W. Cutts, Gerald Swartz, Robert E. Kettley

The Commissioners of Trust Funds are elected for a three-year term. They meet monthly at an open meeting or more often if necessary.

The Commissioners are responsible for the administration of all Trust Funds. Investments and expenditures of monies within the terms of the 41 Trusts are reviewed regularly with the assistance of the Town Treasurer.

The citizens of Needham continue to benefit from the generous gifts donated to the Glover Memorial Hospital, Needham Public Library, the Schools, Park and Recreation Commission, Needham Cemetery and the Council on Aging. During 1985/1986 the Trust Funds received gifts in the amount of $88,534.00. On behalf of the Town, the Commissioners express their gratitude to these generous donors.

As of June 30, 1986 total Trust Funds were $1,197,644. including investment income of $99,965. for the period.

The Trustees' goal is to maximize yield in keeping with prudent investments and yet retain such liquidity as required by the terms of the various Trusts.

Continued from page 4.

McLaughlin, John and Tom King finished the exterior painting of the new addition as well as the existing lower level. Vinyl siding was installed by Paul Martin, Dan Bussey, Larry Gordon and Bob DeMarino. Seventy square feet of roofing would be under the direction of skilled roofers Dan Callahan, Fred Mitchell, Doug MacLeod and Brian Callahan.

Over 300 people were directly or indirectly involved in making Community Weekend a Needham event that will be long remembered. The Community Weekend Committee sincerely thanks the many people who worked diligently along side of the above mentioned craftsmen and without their contributions success could not have been achieved.

Generous financial contributions were received from Ron Glasberg, Mark Siskowitz, Jerry Silverman, Bill Sweet, The American Legion and VFW, Henderson Insurance, Alan Glou, Needham Jr. Football, Terry McGuire, Norm Jacques and plus many smaller donations which helped overcome the financial needs of the weekend. Financial consideration in the purchasing of materials was given by General Builders of Norwood, Locke Lumber, Scott Electric, and Waltham Lime. All the paint used on the building was donated by L. F. Perry & Sons of Wellesley.

A weekend of food preparation had to be planned and organized to take care of the needs of a large working force. The responsibility was accepted by Lois Sockol who organized a food committee consisting of Marcia Carleton, Lois Duffy, Lida Harkins, Jane Murphy, Ann Teachout, Margie Tanzer-Glou, Mary Ellen Herd, and Peg Eldridge. Over a hundred food volunteers provided baked goods, salads, beans and pastries. Roche Bros. and the Needham Business Association provided 150 pounds of steak, donuts from Duz'n Donuts, delicatessen products from Jeana's of Waltham and Redd's Deli, fresh muffins and sweet rolls from Robert's Bakery, Guido's Bakery provided dinner rolls, turkey meat from Owen's Turkey Farm, Dana Story came through with the hot dogs, McDonalds Restaurant and What's Cooking provided the hamburgers, fresh fruit from the Farmer's Wagon, Bergson's Ice Cream Shop provided enough vanilla ice cream and hot fudge for everybody, paper goods came from Taylor's Stationary, cooking units were donated by Charm-glo, cold drinks were provided by Bell Vending and Humphries Service. The food preparation for the weekend was a big success and was enjoyed by a large, happy group of successful community volunteers, tired but filled with emotional satisfaction.

To the Honorable Board of Selectmen,

Town of Needham, Massachusetts:

We have examined the general purpose and the combining financial statements of the various funds and account group of the TOWN OF NEEDHAM, MASSACHUSETTS as of June 30, 1986 and for the year then ended, as listed in the foregoing index. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

The Town follows accounting policies prescribed by the Commonwealth of Massachusetts which vary in certain respects from generally accepted accounting principles. The most significant difference relates to the use of the modified accrual basis for recording the operations of the Town's hospital and the water department, as described in Note 1 (g).

Consistent with the practice of most municipalities in the Commonwealth of Massachusetts, the Town has neither capitalized the cost of general fixed assets (see Note 1 (f)) as required by generally accepted accounting principles nor reported in the General Long-term Obligations Account Group its unfunded pension liability as determined by an acceptable actuarial cost method (see Note 2) as required by generally accepted accounting principles.

The Contributory Retirement System investments are valued at market value which is a change in accounting method from the prior year when investments in bonds were stated at book value (cost plus or minus any unamortized premium or discount) and investments in stocks were stated at market value (see Note 1 (i)).

In our opinion, except for the effect of: 1) not reporting hospital and water department activities in enterprise funds on an accrual basis, 2) not capitalizing fixed assets in a General Fixed Asset Group and 3) not reporting in the General Long-Term Obligations Account Group the Town's unfunded pension liability as determined by an acceptable actuarial cost method, the accompanying general purpose financial statements referred to above present fairly the financial position of the Town of Needham, Massachusetts, as of June 30, 1986, and their respective revenues, transfers and expenditures and changes in fund balances for the year then ended, in conformity with generally accepted accounting principles which, except for the change in valuation of investments of the Contributory Retirement System referred to above, were applied on a basis consistent with that of the preceding year.

Our examination was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The information contained in Exhibits I and II is presented for the purpose of additional analysis and is not a required part of the basic financial statments. This information has been subjected to the auditing procedures applied in our examination of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

September 30, 1986.

TOWN OF NEEDHAM, MASSACHUSETTS
STATEMENT OF REVENUES, TRANSFERS AND EXPENDITURES — BUDGET AND ACTUAL — GENERAL FUND — BUDGETARY BASIS
FOR THE YEAR ENDED JUNE 30, 1986

	GENERAL FUND	
	Adjusted Budget	Actual
REVENUES:		
Property taxes	$24,091,835	$24,094,878
Hospital	11,978,655	13,784,448
Motor vehicle excise taxes	1,466,414	1,946,861
Water rates and services	1,180,843	1,169,056
Intergovernmental receipts	4,062,154	3,995,860
Interest and dividends	563,220	470,339
Departmental and other	1,135,184	1,369,174
	$44,478,305	$46,830,616
TRANSFERS FROM (TO) OTHER FUNDS:		
Overlay surplus	$ 254,005	$ 214,585
Other	(113,486)	(113,486)
	$ 140,519	$ 101,099
EXPENDITURES:		
Education	$16,986,788	$16,585,886
Public safety	5,198,944	4,972,988
Human services	12,792,430	12,724,936
Public works	4,391,649	4,276,093
Culture and recreation	966,513	956,913
Debt service	411,975	411,615
Employee benefits (Note 2)	2,638,690	2,575,563
General government	4,314,801	3,728,419
Planning and development	62,792	56,360
State and county assessments	1,075,902	1,056,983
	$48,840,484	$47,345,756
EXCESS (DEFICIENCY) OF REVENUES AND TRANSFERS OVER EXPENDITURES	$ (4,221,660)	$ (414,041)

The accompanying notes are an integral part of these financial statements.

TOWN OF NEEDHAM, MASSACHUSETTS

COMBINED BALANCE SHEET — ALL FUND TYPES AND ACCOUNT GROUP AND CONTRIBUTORY RETIREMENT SYSTEM

JUNE 30, 1986

	GOVERNMENTAL FUND TYPES				FIDUCIARY FUND TYPES		ACCOUNT GROUP	Combined Totals (Memorandum Only)	
	General Fund	Special Revenue Funds	Special Assessment Fund	Capital Projects Fund	Trust Funds	Contributory Retirement System	General Long-Term Obligations	1986	1985
ASSETS:									
Cash and temporary investments (Note 1)	$ 8,985,936	$ 944,517	$ —	$ —	$ 731,961	$ 1,530,156	$ —	$12,192,570	$14,218,625
Other investments (Note 1)	—	—	—	—	639,820	18,738,125	—	19,377,945	12,005,497
Property taxes receivable -									
Current year's levy	330,665	—	—	—	—	—	—	330,665	446,752
Prior years' levies	155,998	—	—	—	—	—	—	155,998	95,649
Other receivables and tax titles -									
Hospital	1,260,666	—	—	—	—	—	—	1,260,666	3,190,757
Motor vehicle excise	250,836	—	—	—	—	—	—	250,836	330,289
Water	207,900	—	—	—	—	—	—	207,900	201,267
Departmental	73,903	—	—	—	—	—	—	73,903	146,220
Accrued interest	—	—	—	—	—	—	—	—	255,469
Tax titles	56,910	—	—	—	—	—	—	56,910	57,717
Other	237,557	135,822	—	—	—	—	—	373,379	220,083
Due from Commonwealth (Note 2)	49,974	317,947	—	—	—	743,977	—	1,111,898	204,878
Deferred loss (Note 2)	—	—	—	—	—	669,580	—	669,580	—
Due (to) from other funds	(880,843)	822,690	—	58,772	(619)	—	—	—	—
Apportioned assessments	—	—	95,741	—	—	—	—	95,741	131,570
Other	34,797	—	—	—	—	—	—	34,797	149,459
Amount to be provided from tax levy for retirement of bonds (Note 3)	—	—	—	—	—	—	2,605,000	2,605,000	1,695,000
Amount to be provided for payment of other long-term obligations	—	—	—	—	—	—	1,505,000	1,505,000	1,408,000
Amount to be provided for retirement of short-term debt	—	—	—	—	—	—	—	—	1,169,102
	$10,764,299	$2,220,976	$ 95,741	$ 58,772	$1,371,162	$21,681,838	$4,110,000	$40,302,788	$35,926,334
LIABILITIES AND FUND BALANCES:									
Liabilities and reserves -									
Warrants payable	$ 1,919,616	$ —	$ —	$ —	$ —	$ —	$ —	$ 1,919,616	$ 1,322,043
Accrued payroll and withholdings	591,550	—	—	—	—	—	—	591,550	581,972
Accrued vacation pay (Note 3)	981,000	—	—	—	—	—	—	981,000	1,069,000
Accumulated sick leave (Note 3)	—	—	—	—	—	—	1,124,000	1,124,000	979,000
Short-term notes payable	17,440	—	—	—	—	—	—	17,440	1,377,133
Reserve for abatements	210,842	—	—	—	—	—	—	210,842	432,956
Deferred revenue	853,457	66,072	95,741	—	—	743,977	—	1,759,247	3,459,223
Long-term lease obligations (Note 3)	—	—	—	—	—	—	381,000	381,000	429,000
Other liabilities	493,353	294,780	—	—	—	—	—	788,133	788,312
Bonds and notes payable (Note 3)	—	—	—	—	—	—	2,605,000	2,605,000	1,695,000
Total liabilities and reserves	$ 5,067,258	$ 360,852	$ 95,741	$ —	$ —	$ 743,977	$4,110,000	$10,377,828	$10,377,828
Commitments and contingencies (Notes 2 and 5)									
Fund balances -									
Overlay surplus (Note 4)	$ 404,420	$ —	$ —	$ —	$ —	$ —	$ —	$ 404,420	$ 254,005
Reserve for encumbrances	380,467	13,797	—	—	—	—	—	394,264	601,490
Continued appropriations (Note 4)	384,421	138,403	—	58,772	—	—	—	581,596	783,656
Reserved (Note 4)	522,766	—	—	—	—	—	—	522,766	2,770,975
Unreserved	4,004,967	1,707,924	—	—	1,371,162	—	—	7,084,053	3,374,606
Net assets available for plan benefits	—	—	—	—	—	20,937,861	—	20,937,861	16,007,963
Total fund balances	$ 5,697,041	$1,860,124	$ —	$ 58,772	$ 1,371,162	$ 20,937,861	$ —	$29,924,960	$23,792,695
	$ 10,764,299	$2,220,976	$ 95,741	$ 58,772	$ 1,371,162	$ 21,681,838	$4,110,000	$40,302,788	$35,926,334

The accompanying notes are an integral part of these financial statements.

TOWN OF NEEDHAM, MASSACHUSETTS

COMBINED STATEMENT OF REVENUES, TRANSFERS, EXPENDITURES AND HANGES IN FUND BALANCES — ALL GOVERNMENTAL FUND TYPES AND EXPENDABLE TRUST FUND FOR THE YEAR ENDED JUNE 30, 1986

	GOVERNMENTAL FUND TYPES				FIDUCIARY FUND TYPES	Combined Totals (Memorandum Only)	
	General Fund	Overlay Surplus	Special Revenue Funds	Capital Projects Fund	Expendable Trust Funds	1986	1985
REVENUES:							
Property taxes, net of provision for abatements of $405,686 in 1986	$24,141,006	$ —	$ —	$ —	$ —	$24,141,006	$22,233,200
Hospital	14,112,674	—	—	—	—	14,112,674	12,039,995
Motor vehicle excise taxes	1,812,172	—	—	—	—	1,812,172	1,566,271
Water rates and services	1,247,740	—	—	—	—	1,247,740	1,190,143
Intergovernmental receipts	3,993,124	—	1,343,248	—	—	5,336,372	5,539,671
Interest and dividends	470,339	—	71,549	—	103,542	645,430	1,061,269
Department and other	1,386,051	—	1,992,363	—	88,435	3,466,849	2,819,845
	$47,163,106	$ —	$3,407,160	$ —	$ 191,977	$50,762,243	$46,450,394
TRANSFERS FROM (TO) OTHER FUNDS:							
Overlay surplus	$ 214,585	$ (214,585)	$ —	$ —	$ —	$ —	$ —
Other	(145,219)	—	(21,467)	—	166,686	—	(3,340,067)
	$ 69,366	$ (214,585)	$ (21,467)	$ —	$ 166,686	$ —	$ (3,340,067)
EXPENDITURES:							
Education	$ 16,487,482	$ —	$ 943,969	$ —	$ 710	$ 17,432,161	$16,928,585
Public Safety	4,839,732	—	196,917	—	—	5,036,649	4,795,113
Human services	12,598,435	—	—	—	274,495	12,872,930	12,897,832
Public works	4,104,445	—	219,592	147,033	—	4,471,070	3,720,970
Culture and recreation	947,792	—	64,805	—	8,961	1,021,558	857,621
Debt service	411,615	—	—	—	—	411,615	388,520
Employee benefits (Note 2)	2,496,198	—	1,533,612	—	—	4,029,810	3,311,719
General government	3,586,518	—	—	—	9,319	3,595,837	3,218,914
Planning and development	56,360	—	—	—	—	56,360	55,020
State and county assessments	1,056,983	—	—	—	—	1,056,983	1,982,913
	$46,585,560	$ —	$2,958,895	$ 147,033	$ 293,485	$49,984,973	$ 48,157,207
EXCESS (DEFICIENCY) OF REVENUES AND TRANSFERS OVER EXPENDITURES	$ 646,912	$(214,585)	$ 426,798	$ (147,033)	$ 65,178	$ 777,270	$ (5,046,880)
OTHER FINANCING SOURCES (USES):							
Proceeds of short-term debt	$ 4,102	$ —	$ —	$ —	$ —	$ 4,102	$ 1,169,102
Proceeds of long-term debt	1,010,000	—	—	155,000	—	1,165,000	—
Repayment of short-term debt	(1,014,102)	—	—	(155,000)	—	(1,169,102)	—
Transfer from reserve for abatements	—	365,000	—	—	—	365,000	140,000
Accrued vacation pay reclassification	—	—	—	—	—	—	(560,695)
State/county over (under) assessment	5,783	—	—	—	—	5,783	(13,137)
Other, net	37,142	—	15,630	—	—	52,772	146
	$ 42,925	$ 365,000	$ 15,630	$ —	$ —	$ 423,555	$ 735,416
FUND BALANCE, beginning of year	$ 4,602,165	$ 254,005	$1,417,696	$ 205,805	$ 1,173,342	$ 7,653,013	$ 11,964,477
FUND BALANCE, end of year	$ 5,292,002	$ 404,420	$1,860,124	$ 58,772	$1,238,520	$ 8,853,838	$ 7,653,013

The accompanying notes are an integral part of these financial statements.

TOWN OF NEEDHAM, MASSACHUSETTS

COMBINING STATEMENT OF CHANGES IN FUND BALANCES — SPECIAL REVENUE FUNDS, CAPITAL PROJECTS FUND, EXPENDABLE AND NONEXPENDABLE TRUST FUNDS AND CONTRIBUTORY RETIREMENT SYSTEM

FOR THE YEAR ENDED JUNE 30, 1986

	Balance June 30, 1985	Revenues and Receipts	Other Financing Sources (Uses)	Interest and Dividends	Disbursements	Interfund Transfers From (To)	Balance June 30, 1986
SPECIAL REVENUE FUNDS:							
Federal Revenue Sharing	$ 537,941	$ 349,927	$ —	$ 18,962	$ —	$ (550,000)	$ 356,830
Sewer connection permits	—	10,150	—	—	—	—	10,150
Claims trust fund	267,529	706,052	—	38,463	1,527,502	700,443	184,985
Sewer construction reserve	85,054	12,504	—	—	—	—	97,558
Federal and State grants	37,632	745,795	—	1,247	312,877	—	471,797
State aid to highways	96,326	311,165	—	—	194,693	(65,395)	147,403
Revolving funds	170,724	1,106,356	—	—	917,713	(28,958)	330,409
Parking meters	194,792	57,151	—	12,877	—	(71,500)	193,320
Other	27,698	36,511	15,630	6,110	6,110	(6,057)	67,672
	$ 1,417,696	$3,335,611	$ 15,630	$ 71,549	$ 2,958,895	$ (21,467)	$ 1,860,124
CAPITAL PROJECTS FUND, public works	$ 205,805	$ —	$ —	$ —	$ 147,033	$ —	$ 58,772
EXPENDABLE TRUST FUNDS:							
School	$ 10,174	$ —	$ —	$ 1,528	$ 710	$ (478)	$ 10,514
Library	131,338	1,740	—	$ 10,889	8,961	$ (1,036)	$ 133,970
Hospital	895,723	86,547	—	69,216	274,495	—	776,991
General	136,107	148	—	16,591	9,319	—	143,527
Stabilization	—	—	—	5,318	—	168,200	173,518
	$ 1,173,342	$ 88,435	$ —	$ 103,542	$ 293,485	$ 166,686	$ 1,238,520
NONEXPENDABLE TRUST FUNDS:							
School	$ 19,338	$ 100	$ —	$ 796	$ —	$ —	$ 20,234
Library	20,781	—	—	646	—	—	21,427
Hospital	20,100	—	—	—	—	—	20,100
General	71,500	—	—	—	—	—	71,500
	$ 131,719	$ 100	$ —	$ 1,442	$ —	$ —	$ 133,261
CONTRIBUTORY RETIREMENT SYSTEM	$16,007,963	$6,772,735	$ —	$1,132,837	$2,975,674	$ —	$20,937,861

The accompanying notes are an integral part of these financial statements.

TOWN OF NEEDHAM, MASSACHUSETTS

STATEMENT OF REVENUES, EXPENSES AND CHANGES IN FUND BALANCES — NONEXPENDABLE TRUST FUNDS AND CONTRIBUTORY RETIREMENT SYSTEM

FOR THE YEAR ENDED JUNE 30, 1986

	FIDUCIARY FUND TYPES	
	Contributory Retirement System	Nonexpendable Trust Funds
REVENUES:		
Interest and dividends	$ 1,132,837	$ 1,442
Retirement contributions —		
Employer	2,347,568	—
Employee	1,000,422	—
Commonwealth of Massachusetts	554,491	—
Other	238,960	—
Gain on sale of securities	778,617	—
Net unrealized gain on investments	1,852,677	—
Other	—	100
	$ 7,905,572	$ 1,542
EXPENSES:		
Employee benefits and other	$ 2,975,674	$ —
INCREASE IN FUND BALANCES	$ 4,929,898	$ 1,542
FUND BALANCES, beginning of year	16,007,963	131,719
FUND BALANCES, end of year	$20,937,861	$133,261

The accompanying notes are an integral part of these financial statements.

TOWN OF NEEDHAM, MASSACHUSETTS
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 1986

(1) Summary of Significant Accounting Policies

Accounting policies and financial reporting practices for municipalities in Massachusetts are prescribed by the Uniform Municipal Accounting System (UMAS) promulgated by the Commonwealth of Massachusetts Department of Revenue. The significant accounting policies followed by the Town are as follows:

(a) Basis of Presentation

The accompanying financial statements include the financial transactions of the Town of Needham, Massachusetts, except for those transactions involving the Needham Housing Authority which is an activity independent of the Town. Certain reclassifications of the 1985 comparative information has been made in order to conform such information with the 1986 presentation.

(b) Fund Accounting

Financial transactions of the Town are recorded in the following funds or account group:

1. The General Fund reflects the financial transactions related to general governmental activities which are not otherwise accounted for in another fund.

   Included within the General Fund are the unreserved fund balance (surplus revenue) and overlay surplus.

   — The unreserved fund balance is the amount by which unrestricted cash, accounts receivable and other assets exceed liabilities and reserves.

   — The overlay surplus represents the unused portion of funds appropriated for tax abatements in prior years. This surplus is available to fund extraordinary or unforeseen expenses upon vote by the Town Meeting.

2. The Special Revenue Funds account for the proceeds of specific revenue sources (other than special assessments, trusts and major capital projects) that are legally restricted to expenditures for specified purposes. These sources include Federal Revenue Sharing funds which must be expended in accordance with Federal Revenue Sharing guidelines, gifts and grants from outside sources which must be expended in accordance with the provisions of the grants, and funds related to specific activities of the Town. These funds are available to fund future operations as prescribed by the Town.

3. The Special Assessment Fund accounts for the amounts levied against individual property owners for street, sewer and sidewalk betterments payable over future periods through the year 1998.

   The General Fund balance sheet includes the current portion of unpaid assessments due.

4. The Capital Projects Fund accounts for the acquisition of capital facilities financed in whole or in part by long-term debt. Other acquired capital assets financed through either tax levies or debt are reflected as expenditures in the General Fund Statement of Revenues, Transfers and Expenditures.

5. The Trust Funds account for money and securities received and held by the Town as trustee or custodian for individuals, private organizations and other governmental agencies.

   Trust Funds are classified as expendable or nonexpendable depending on whether the principal portion of the fund balance may be expended, or whether only investment income may be used.

6. The General Long-Term Obligations Account Group (Note 3) includes the liabilities for long-term debt, long-term portions of noncancellable leases and estimated maximum sick leave liabilities. The balance payable on long-term debt and liabilities is offset by resources to be provided through taxation in future years.

(c) Accounting for Revenues

Revenues in the governmental fund types (General Fund, Special Revenue Funds, Special Assessment Fund and Capital Projects Fund) are accounted for using a modified accrual basis whereby the receipts during the July 1 to August 31 period that are allocable to the preceding fiscal year are reflected as revenues for that year. Interest is recorded using the accrual basis.

(d) Accounting for Expenditures and Encumbrances

General Fund expenditures are recorded on the modified accrual basis. Disbursements for material and supply inventories are considered expenditures rather than assets at the time of purchase. Prepayments are recorded as expenditures at the time of payment and are not deferred and amortized. Interest cost is recognized when due and is not accrued over time. The repayment of long-term debt principal is recorded as an expenditure of the General Fund.

Encumbrances are recorded as charges against budgeted appropriations (and unreserved fund balance) when the goods or services are committed resulting from approved purchase orders and contracts issued by the Town.

(e) Investments in Marketable Securities

Investments in marketable securities held by the Town's Trust Funds are stated at cost, adjusted for accretion of discounts and amortization of premiums. At June 30, 1986, the market value of investments, including those held in the Town's Contributory Retirement System which are stated at market value, was $19,374,546. See Note 1 (i) for additional information concerning marketable securities held in the Town's Contributory Retirement System.

(f) Accounting for Fixed Assets

Through June 30, 1986, the Department of Revenue did not require the recording of fixed assets in the general ledger. Accordingly, the Town does not record fixed assets in an asset account in the Town's general ledger at the time of acquisition, but expenses them when purchased.

(g) Accounting for Hospital and Water Department Activities

The activities of both the Glover Memorial Hospital and the Water Department are included in the books and records of the Town as part of the General Fund. Revenues and expenditures are recorded on the modified accrual basis. As described above, fixed assets are not recorded or depreciated on the books of the Town. Generally accepted accounting principles require that self-supporting departments be accounted for in separate enterprise funds on an accrual basis.

The condensed financial information for the Hospital and Water Department which is presented below was prepared from the books and records of the Town. As discussed above, information related to fixed assets and depreciation is not available.

	Hospital	Water Department
Receipts	$13,784,448	$1,169,056
Direct expenditures	12,167,192	1,071,485
Debt service	171,819	86,044
Allocation of general government expenses	1,029,806	362,906
	$ 415,631	$ (351,379)

(h) Budgetary — GAAP Reporting Reconciliation

Accounting principles applied for purposes of developing data on a budgetary basis differ from those used to present financial statements in conformity with generally accepted accounting principles (GAAP). A reconciliation of budgetary-basis to GAAP-basis results is presented below:

Excess of expenditures over revenues and transfers — budgetary basis	$(414,041)
Effect of use of modified accrual method for recognizing revenue	332,490
Effect of modified accrual method for recognizing expenditures and (increase) in accrued vacation pay	540,958
Funds encumbered by the Town	334,542
Other	(147,037)
Excess of expenditures over revenues and transfers — GAAP basis	$646,912

Massachusetts law does not require preparation of a budget for grants accounted for in the Special Revenue Funds. Since such grants, other than Federal Revenue Sharing, are not budgeted, a budgetary comparison with actual results of operations is not presented.

(i) Contributory Retirement System Accounting

The System follows accounting policies mandated by the Commonwealth of Massachusetts. The accounting records are maintained on the accrual basis. On July 1, 1985, the Town transferred custody of the assets of its Contributory Retirement System to the Pension Reserves Investment Trust (PRIT) Fund (see Note 2). The accompanying balance sheet includes investments in the PRIT Cash and Capital funds which are stated at market value. At June 30, 1986, the balance of these investments was as follows:

Cash Fund, 1,530,156 shares at $1.000 per share (cost $1,530,156)	$ 1,530,156
Capital Fund, 15,652,187 shares at $1.197157 per share (cost $16,885,448	18,738,125
Total Cash Fund and Capital Fund	$20,268,281

Prior to joining PRIT, the Contributory Retirement System investments in bonds were stated at book value (cost plus or minus any unamortized premium or discount) and investments in stocks were stated at market value. Membership in PRIT allows the Town to share in additional funding from the Commonwealth of Massachusetts to eliminate any unrealized market loss in the retirement system assets at the date of transfer (July 1, 1985) over a period of ten years. The Town's unrealized market loss in the retirement system assets was $773,977 as of July 1, 1985. This amount was recorded as a deferred loss on the balance sheet and is being amortized over 10 years on a straight-line basis. A corresponding receivable for the Commonwealth has also been recorded. The impact of the change in accounting method from the prior year's basis of valuation to a market value basis cananot be quantified as of June 30, 1986.

(2) Retirement Plans

Teachers, certain administrators and other professional employees of the Town's School Department individually participate in a contributory retirement plan administered by the Massachusetts Teachers' Retirement Board. The Town does not contribute to this plan.

Substantially all other Town employees participate in the Town of Needham Contributory Retirement System. Contributions to provide benefits under the System are made by the Town and the Needham Housing Authority under the "pay-as-you-go" method by annually contributing the amount determined by the State Division of Public Employee Retirement Administration. The contribution is calculated as the amount necessary to provide for the following year's retirement benefits. The active Town employees contribute 5%, 7%, or 8% (depending upon date of employment) of their regular compensation, as defined. In addition, the Town has provided supplemental funding under Chapter 559 of the Acts of 1977 to reduce the Town's actuarial past service cost. As of June 30, 1985, cumulative supplemental funding under Chapter 559, including interest income, totaled $3,573,635. On July 1, 1985, this balance was transferred to the Pension Reserves Investment Trust Fund (PRIT) along with all other retirement assets. During fiscal 1986, the Town did not provide supplemental funding under Chapter 559 of the Acts of 1977, but as a PRIT participant, received approximately $554,000 from the Commonwealth to help reduce its actuarial past service cost.

The following table summarizes the actual Town funding for 1986 and the actuarially determined contribution required assuming funding of past service costs as a level percentage of payroll over 30 years:

Annual benefit contributions	$2,347,568
Approximate 1986 funding required per January 1, 1983 actuarial valuation	$2,595,000

The following table presents the benefit information for the System as of January 1, 1983, the date of the latest actuarial valuation, and the asset information for the System as of June 30, 1986:

Actuarial present value of accumulated benefits —	
Vested	$29,719,000
Nonvested	618,000
	$30,337,000
Net asets, at fair market value, available for payment of benefits as of June 30, 1986	$20,937,861

The actuarial present value of accumulated benefits results from applying actuarial assumptions to reflect the time value of money and the probability of payment to those future periodic payments that are attributable under the System's provisions to the service employees have rendered.

The significant actuarial assumptions used in the valuation are as follows:

Cost Method	Entry Age Normal Cost Method
Mortality	1971 Group Annuity Mortality Table
Investment return	7½% per annum
Increase in payroll cost	6% per annum
Cost-of-living adjustment for retirees	3% per annum

Generally accepted accounting principles require that the portion of the Town's annual pension costs, as determined by an acceptable actuarial cost method, which cannot be funded by available financial resources should be reported in the General Long-Term Obligations Account Group. Pension costs have been generally funded by the Town under the "pay-as-you-go" method, and have historically been less than amounts determined by an acceptable actuarial cost method. As a result, the unfunded balance of the actuarial present value of accumulated vested benefits has continually increased. If the Town had reported its unfunded actuarial present value of accumulated vested benefits in this account group, the related account group liabilities, based on the latest available actuarial report and net assets available for payment of benefits at that date, would have increased by approximately $18,409,000. Information is not available to quantify the unfunded balance as of June 30, 1986.

On July 1, 1985, the Town transferred custody of the assets of its Contributory Retirement System (market value of approximately $15,223,000) to the Pension Reserves Investment Trust (PRIT) Fund. PRIT was created by the Commonwealth of Massachusetts through legislation (Chapter 661 of the Acts of 1983) to serve as the investment portfolio for the asets of state and local retirement systems electing to join PRIT. PRIT is managed by the Pension Reserves Investment Management (PRIM) Board which hires pension investment consultants, portfolio managers and other professionals on behalf of PRIT. As a participating system, the Town shares in the annual appropriation made by the Commonwealth of Massachusetts to help finance the unfunded pension liabilities of the PRIT participating systems.

The Town also provides retirement benefits to former employees who were never subject to the Contributory Retirement System. Payments to these retirees, pursuant to appropriation by the Town Meeting, amounted to $232,600 in 1986 and $235,500 in 1985. These employees are not included in the actuarial valuation referred to above and there is no available estimate of their related actuarial liability.

In addition to providing pension benefits, the Town provides health care and life insurance benefits for certain retired employees. All of the Town's employees covered by the Town's health insurance program are eligible for these benefits upon normal retirement. Health benefits are provided through the Town's Claims Trust Fund, while life insurance benefits are provided through an insurance company. The Town recognizes the cost of providing health care benefits by expensing the actual premiums paid, which, for retirees, were approximately $342,000 in 1986. Life insurance premiums paid in 1986 for retirees were not significant.

(3) General Long-Term Obligations Account Group

(a) Long-Term Debt

As of June 30, 1986, the Town has the following outstanding long-term debt:

Description	Date of Issue	Fiscal Year of Maturity	Original Principal Amount	Interest Rate	Amount Outstanding at June 30, 1986
INSIDE DEBT LIMIT:					
Glover Memorial Hospital Addition	05/01/77	1997	$2,120,000	4.75%	$1,100,000
Handicapped Alterations	11/01/80	1991	430,000	6.70%	205,000
Land Purchase	10/15/81	*	169,000	**	25,000
Municipal Purpose Loan of 1985	08/01/85	**	1,165,000	5.10%	1,165,000
Total inside debt			$3,884,000		$2,499,000
OUTSIDE DEBT LIMIT:					
Water Mains	09/01/83	***	$ 190,000	***	$ 110,000
Total outside debt			$ 190,000		$ 110,000
Total debt			$4,074,000		$2,605,000

* Bonds mature serially to 10/15/86 and were issued at rates ranging from 9.25% to 9.5%.

** Bonds mature serially from 8/1/86 to 8/1/89 and were issued at a rate of 5.10%.

*** Bonds mature serially from 9/1/86 to 9/1/87 and were issued at a rate of 7.25%.

Debt service for future years consists of the following:

For the Years Ending June 30,	Current Year Debt Service	Cumulative Liability		
		Total	Principal	Interest
1986	$372,000	$3,080,000	$2,605,000	$475,000
1987	639,000	2,445,000	2,095,000	350,000
1988	582,000	1,863,000	1,610,000	253,000
1989	546,000	1,317,000	1,135,000	182,000
1990	458,000	859,000	725,000	134,000
1991	159,000	700,000	600,000	100,000
1992	129,000	571,000	500,000	71,000
1993	123,000	448,000	400,000	48,000
1994	119,000	329,000	300,000	29,000
1995	115,000	214,000	200,000	14,000
1996	109,000	105,000	100,000	5,000
1997	105,000	—	—	—

As of June 30, 1986, the Town had $939,000 of bonds authorized but unissued.

Town employees are entitled to up to five weeks of vacation each year, granted annually, based upon years of service rendered to the Town. The accompanying balance sheet reflects the Town's estimate of its liability for vacation pay.

(c) Capital Lease Obligations

The Town leases certain machinery and equipment under noncancellable capital lease contracts expiring through fiscal 1988. In accordance with National Council on Government Accounting Statement No. 5, the present value of minimum lease payments at June 30, 1986 is reflected in the General Long-Term Obligations Account Group.

(4) 1987 Budget

The Town has authorized a fiscal 1987 operating and capital budget totaling $48,626,198 which will be financed from the following sources:

1987 Tax levies, state grants, departmental receipts, etc.	$46,552,367
Special Revenue Funds —	
Federal Revenue Sharing	428,207
Parking Meter	56,500
Sewer Assessment	40,000
Other	66,262
Stabilization Fund	46,096
Available surplus	522,766
Overlay surplus	250,000
Borrowings	664,000
	$48,626,198

(b) Accumulated Vacation and Sick Leave

Town employees generally are entitled to 15 days of sick leave per year which, if not taken, may be accumulated to a maximum of 100 days for school teachers and an unlimited number of days for all other eligible Town employees. The accumulated sick leave may be reduced by illness in a subsequent year or paid (up to a maximum amount of $20 per day for teachers and 25% of unused sick leave for all other Town employees) upon death, disability or retirement. The Town at June 30, 1986 has estimated the potential maximum liability to be approximately $1,124,000, which could become payable over future years by the Town, upon the death or retirement of employees. The General Long-Term Obligations Account Group in the Combined Balance Sheet reflects this amount.

In addition, the Town has carried forward appropriations totaling $581,596 from 1986 and prior years for projects authorized by the Town Meeting but not yet completed. Amounts carried forward include General Fund ($384,421), Capital Projects Fund ($58,772) and Special Revenue Fund ($138,403) appropriations.

(5) Commitments and Contingencies

(a) County and Regional Assessments

The Town is a member of the Metropolitan District Commission (MDC), the Massachusetts Bay Transportation Authority (MBTA), the Massachusetts Water Resources Authority and the Minuteman School District. Aggregate net costs of service, including debt service requirements, are assessed to the Town and other members of these entities in accordance with various formulae. Additionally, assessments are made by Norfolk County, in which Needham is situated. Assessments are made by Norfolk County, in which Needham is situated. Assessments from these various sources amounted to approximately $1,801,458 in 1986 while 1987 assessments are estimated to be approximately $2,172,193.

(b) Lawsuits

The Town has been named as a defendant in a number of lawsuits at June 30, 1986. In the opinion of the administration, the ultimate resolution of these legal actions will not result in a material loss to the Town.

EXHIBIT I

TOWN OF NEEDHAM, MASSACHUSETTS
RECONCILIATION OF TREASURER'S CASH
JUNE 30, 1986

SUMMARY OF TRANSACTIONS

BALANCE JUNE 30, 1985:		
General Fund	$12,129,808	
Trust Funds	829,893	
		$12,959,701
RECEIPTS		60,170,728
DISBURSEMENTS		62,268,015
BALANCE JUNE 30, 1986:		
General Fund		8,985,936
Special Revenue Funds		944,517
Trust Funds		931,961
		$10,862,414

DETAIL OF BALANCES

DEMAND DEPOSITS:	
BayBanks — Norfolk County Trust	$ 122,406
Shawmut Needham Bank, N.A.	20,761
Bank of Boston — Norfolk	39,244
Bank of Boston	—
Boston Safe	5,616
	$ 188,027
SAVINGS AND MONEY MARKET ACCOUNTS (VARIOUS)	7,107,938
MASSACHUSETTS MUNICIPAL DEPOSITORY TRUST	3,363,827
CERTIFICATES OF DEPOSIT	200,000
PETTY CASH	2,622
	$10,862,414

TOWN OF NEEDHAM
GENERAL FUND
Statement of Appropriations and Expenditures
Year Ended June 30, 1986

Warrant Line Item		Appropriations continued from FY 1985	Current Appropriations	Transfers and/or Receipts	Less: Continued Appropriations to FY 1987	Total Available for Expenditure	Expended: Disbursement	Expended: Open Encumbrances	Expended: Expended Total	Unexpended Returned to Surplus
	SUMMARY:									
	General Government									
	Administration	34,404	976,230	91,086	35,904	1,065,816	966,649	6,100	972,749	93,067
	Finance	700	6,158,908	(92,826)	700	6,066,082	5,639,423	47,801	5,687,224	378,858
	Public Safety	10,000	4,597,586	591,358	0	5,198,944	4,950,988	22,000	4,972,988	225,956
	Public Facilities	236,153	4,325,810	151,628	321,942	4,391,649	4,316,874	24,615	4,341,489	50,160
	Human Services	384,490	12,486,270	85,458	163,788	12,792,430	12,598,435	126,501	12,724,936	67,494
	Planning & Development	4,000	60,813	1,750	3,771	62,792	56,360	0	56,360	6,432
	Cultural & Leisure Services	80,863	880,929	6,546	1,825	966,513	947,792	9,121	956,913	9,600
	Education	33,046	17,004,492	2,916	53,666	16,986,788	16,487,482	98,404	16,585,886	400,902
	GRAND TOTAL	783,656	46,491,038	837,916	581,596	47,531,014	45,964,003	334,542	46,298,545	1,232,469
	Board of Selectmen									
1	Salaries		130,851	1,780		132,631	130,081		130,081	2,550
2	Telephone Charges		53,000	3,500		56,500	53,664		53,664	2,836
3	Expenses		73,134			73,134	63,573	600	64,173	8,961
4	Town Meeting		12,850			12,850	6,044	4,000	10,044	2,806
5	Capital Outlay		16,568	8,907		25,475	25,263		25,263	212
		0	286,403	14,187	0	300,590	278,625	4,600	283,225	17,365
	Miscellaneous									
12	Street lighting		316,000			316,000	250,415		250,415	65,585
14	Garbage Removal		90,996			90,996	90,996		90,996	0
502	Town Hall Balcony A4-1985ST	23,500		5,040		28,540	28,540		28,540	0
517	Police Fac. Comm. A23 F85		5,000			5,000	5,000		5,000	0
523	Parking Fac. Comm. A04 STM86			25,000	25,000	0			0	0
554	MBTA Planning A10-1974STM	8,312			8,312	0			0	0
568	MBTA Planning A2-1979STM	2,592			2,592	0			0	0
		34,404	411,996	30,040	35,904	440,536	374,951	0	374,951	65,585
	Town Clerk									
15	Salaries		52,093			52,093	51,980		51,980	113
16	Expenses		3,245			3,245	3,015		3,015	230
17	Travel Out of State		55			55	55		55	0
		0	55,393	0	0	55,393	55,050	0	55,050	343
	Board of Registrars									
19	Salaries		34,824			34,824	33,508		33,508	1,316
20	Expenses		10,645			10,645	8,953		8,953	1,692
21	Tellers and Canvassers		5,900			5,900	5,445		5,445	455
22	Capital Outlay		3,085			3,085	3,085		3,085	0
		0	54,454	0	0	54,454	50,991	0	50,991	3,463
	Legal									
23	Salaries		33,853			33,853	33,853		33,853	0
24	Expense		6,000			6,000	3,650	1,500	5,150	850
25	Special Fees		50,000	37,000		87,000	84,726		84,726	2,274
		0	89,853	37,000	0	126,853	122,229	1,500	123,729	3,124
	Personnel									
26	Salaries		51,925			51,925	50,970		50,970	955
27	Expenses		26,206	9,859		36,065	33,833		33,833	2,232
		0	78,131	9,859	0	87,990	84,803	0	84,803	3,187
	Assessors									
29	Salaries		132,678	1,111		133,789	133,789		133,789	0
30	Expenses		8,575			8,575	5,758		5,758	2,817
31	Revaluation Update		15,000			15,000	11,630		11,630	3,370
32	Capital Outlay		2,000			2,000	850		850	1,150
		0	158,253	1,111	0	159,364	152,027	0	152,027	7,337

FINANCE

Warrant Line Item		Appropriations continued from FY 1985	Current Appropriations	Transfers and/or Receipts	Less: Continued Appropriations to FY 1987	Total Available for Expenditures	Expended: Disbursement	Expended: Open Encumbrances	Expended: Expended Total	Unexpended Returned to Surplus
	Department of Finance									
33	Salaries		413,265			413,265	409,875		409,875	3,390
34	Audit		20,000	6,000		26,000	26,000		26,000	0
35	Out of State Travel		0	639		639	257		257	382
36	Expenses		238,104	16,582		254,686	222,422	32,241	254,663	23
37	Capital Outlay		7,500			7,500	5,943		5,943	1,557
7	Insurance, General		300,000	68,660		368,660	365,099	3,560	368,659	1
8	Group Health & Life Ins.		1,401,975			1,401,975	1,205,708	6,000	1,211,708	190,267
9	Workers' Compensation		300,000			300,000	184,039		184,039	115,961
10	Property and Casualty		5,000	316		5,316	5,315		5,315	1
11	Public Safety Medical		25,000	60,000		85,000	65,732	6,000	71,732	13,268
13	Unemployment Insurance		50,000			50,000	46,210		46,210	3,790
		0	2,760,844	152,197	0	2,913,041	2,536,600	47,801	2,584,401	328,640
	Debt and Interest									
44	Maturing bonds and Notes		255,000			255,000	255,000		255,000	0
45	Bond and Note Interest		139,280	(21,800)		117,480	117,120		117,120	360
46	Temporary Loan Interest		35,000	4,495		39,495	39,495		39,495	0
		0	429,280	(17,305)	0	411,975	411,615	0	411,615	360
	Finance Committee									
49	Salaries		6,815			6,815	6,815		6,815	0
50	Expenses		1,000	565		1,565	1,565		1,565	0
51	Reserve Fund		250,000	(250,000)		0			0	0
305	Human Services A5-1983STM	200			200	0			0	0
335	Communications A56-1983STM	500			500	0			0	0
		700	257,815	(249,435)	700	8,380	8,380	0	8,380	0
	Contributory Retirement									
52	Salaries		26,171			26,171	25,649		25,649	522
53	Contributions		2,114,000			2,114,000	2,087,998		2,087,998	26,002
54	Expenses		16,345			16,345	16,345		16,345	0
		0	2,156,516	0	0	2,156,516	2,129,992	0	2,129,992	26,524
	Non-contributory Retirement									
56	Chapter 32 Retirements		228,000	20,606		248,606	232,609		232,609	15,997
		0	228,000	20,606	0	248,606	232,609	0	232,609	15,997
	Stabilization Fund									
520	Article 49/1985 TM		168,200			168,200	168,200		168,200	0
		0	168,200	0	0	168,200	168,200	0	168,200	0
	Education									
58	Salaries		13,457,793	(15,000)		13,442,793	13,275,921		13,275,921	166,872
59	Administration		73,385	15,000		88,385	86,883		86,883	1,502
60	Instruction		755,902	50,000		805,902	784,564	14,933	799,497	6,405
61	Other School Services		80,050			80,050	68,520	4,218	72,738	7,312
63	Pupil Transportation		399,000	20,000		419,000	381,009	900	381,909	37,091
64	Operation and Maintenance		1,148,020	(23,000)		1,125,020	927,860	38,529	966,389	158,631
65	Community Service		72,320	(70,500)		1,820			0	1,820
67	Tuitions		478,022	23,000		501,022	492,904		492,904	8,118
68	Out of State Travel		2,000	500		2,500	2,090		2,090	410
71	Capital Outlay	20,031	250,000		53,166	216,865	177,041	39,824	216,865	0
72	Vocational Education		288,000			288,000	286,030		286,030	1,970
503	Prior Year's bills A6-1985ST	12,515			0	12,515	1,744		1,744	10,771
522	Prior year's bills A1-1986ST			2,916		2,916	2,916		2,916	0
575	Future School Need A36-1980	500			500	0			0	0
		33,046	17,004,492	2,916	53,666	16,986,788	16,487,482	98,404	16,585,886	400,902

Warrant Line Item		Appropriations continued from FY 1985	Current Appropriations	Transfers and/or Receipts	Less: Continued Appropriations to FY 1987	Total Available for Expenditures	Expended: Disbursement	Expended: Open Encumbrances	Expended: Total	Unexpended Returned to Surplus
	Police									
73	Salaries, Regular		1,585,497			1,585,497	1,544,365		1,544,365	41,132
74	Salaries, Overtime		205,541	11,755		217,296	217,296		217,296	0
75	Education and Career Incentive		10,375			10,375	9,325		9,325	1,050
76	Inservice Training		39,123			39,123	17,310		17,310	21,813
77	Capital Outlay		61,525			61,525	58,149		58,149	3,376
78	Travel Out of State		500			500			0	500
79	Auto Maintenance		25,030			25,030	24,865		24,865	165
80	Building Maintenance		23,900			23,900	22,215		22,215	1,685
81	Communications		28,530			28,530	27,242		27,242	1,288
82	Operating Expenses		102,780			102,780	87,618	3,800	91,418	11,362
84	Uniforms		28,735			28,735	20,896		20,896	7,839
85	Crime Check Comm.		250			250			0	250
86	Animal Control		1,646			1,646	700		700	946
504	Outside Detail A7 85STM	10,000				10,000	10,000		10,000	0
		10,000	2,113,432	11,755	0	2,135,187	2,039,981	3,800	2,043,781	91,406
	Fire									
88	Salaries, Regular		1,799,724	344,625		2,144,349	2,033,704		2,033,704	110,645
89	Salaries, Overtime		275,000	216,463		491,463	491,410		491,410	53
90	Education and Career Incentive		20,825			20,825	18,754		18,754	2,071
91	Inservice Training		45,552	15,783		61,335	60,573		60,573	762
92	Capital Outlay		50,800			50,800	33,428	15,200	48,628	2,172
93	Travel Out of State		500			500	500		500	0
94	Building Maintenance		45,556			45,556	33,937	3,000	36,937	8,619
95	Equipment and Supplies		31,228	1,732		32,960	32,811		32,811	149
96	Service Expenses		26,204			26,204	20,752		20,752	5,452
97	Equipment Maintenance		31,340			31,340	29,225		29,225	2,115
139	Leased Equipment		46,096			46,096	46,096		46,096	0
		0	2,372,825	578,603	0	2,951,428	2,801,190	18,200	2,819,390	132,038
	Civil Defense									
98	Salaries		2,000			2,000	2,000		2,000	0
99	Expenses		14,587			14,587	12,715		12,715	1,872
		0	16,587	0	0	16,587	14,715	0	14,715	1,872
	Building									
101	Salaries		83,645	1,000		84,645	84,268		84,268	377
102	Expenses		3,873			3,873	3,807		3,807	66
		0	87,518	1,000	0	88,518	88,075	0	88,075	443
	Sealer of Weights									
104	Salaries		5,709			5,709	5,709		5,709	0
105	Expenses		1,515			1,515	1,318		1,318	197
		0	7,224	0	0	7,224	7,027	0	7,027	197
	Public Works Administration									
106	Salaries		119,137			119,137	113,325		113,325	5,812
107	Expenses		9,651			9,651	9,636	15	9,651	0
108	Travel Out of State		1,000			1,000	1,000	0	1,000	0
		0	129,788	0	0	129,788	123,961	15	123,976	5,812
	Public Works Engineering									
109	Salaries		197,702	6,500		204,202	203,692		203,692	510
110	Expenses		3,810			3,810	3,806		3,806	4
		0	201,512	6,500	0	208,012	207,498	0	207,498	514
	Public Works Garage									
111	Salaries		132,698			132,698	129,627		129,627	3,071
112	Expenses		100,327			100,327	95,815	3,308	99,123	1,204
113	Equipment Replacement		165,101			165,101	164,976		164,976	125
413	Equipment Replacement A44-1984A	13,855				13,855	13,854		13,854	1
		13,855	398,126	0	0	411,981	404,272	3,308	407,580	4,401
	Public Works Highway									
114	Salaries		473,944			473,944	468,374		468,374	5,570
115	Salaries — Parking Meters		21,500			21,500	21,463		21,463	37
116	Expenses		399,274			399,274	399,073	70	399,143	131
222	State Aid Contract 32100	198				198	198		198	0

FINANCE

Warrant Line Item		Appropriations continued from FY1985	Current Appropriations	Transfers and/or Receipts	Less: Continued Appropriations to FY1987	Total Available for Expenditure	Expended: Disbursement	Expended: Open Encumbrances	Expended: Expended Total	Unexpended Returned toSurplus
223	State Aid Contract 32386	4,533			4,338	195	195		195	0
224	State Aid Contract 32387	9,000			9,000	0			0	0
228	State Aid Chapter 335/1982	1,083			1,083	0			0	0
238	State Aid Chapter 637/1983			97,128	97,128	0			0	0
239	State Aid Chapter 637/1983	91,856			26,854	65,002	65,003		65,003	(1)
402	Gayland Road A15-1984TM	1,338				1,338	1,338		1,338	0
403	Sanitary Landfill A16 84TM	24,652			18,580	6,072	6,072		6,072	0
510	Sanitary Landfill A13 85TM		50,000		41,646	8,354	8,354		8,354	0
516	Gr. Plain Sidewalk A21 85TM		5,000			5,000	5,000		5,000	0
518	Handicapped Access A24 85TM		24,000		2,225	21,775	21,775		21,775	0
521	Kendrick St. Bridge A5 86STM			34,000	21,110	12,890	12891		12,891	(1)
		132,660	973718	131,128	221,964	1,015,542	1,009,736	70	1,009,806	5,736
	Public Works Park									
117	Salaries		343,025			343,025	339,694		339,694	3,331
118	Expenses		111,505			111,505	106,928	404	107,332	4,173
		0	454,530	0	0	454,530	446,622	404	447,026	7,504
	Public Works Sewer									
120	Salaries		344,609			344,609	344,384		344,384	225
121	Expenses		97,810			97,810	96,556	782	97,338	472
122	House Connections		8,500			8,500	7,914	232	8,146	354
180	Mass. W.R. Auth.		427,637			427,637	427,637		427,637	0
250	Sewer System Eval.	14,945			14,912	33	33		33	0
342	Sewer Inflow Study A4-1984S	2,460			2,460	0			0	0
404	Great Plain Sewer A17 84TM	39,175			36,312	2,863	2,863		2,863	0
511	West Street Piping A14 85TM		5,000		5,000	0			0	0
512	Reservoir St. Pump a15 85TM		10,000		7,468	2,532	1,652	880	2,532	0
513	Pump Station A16 85TM		8,000		8,000	0			0	0
514	Storm Drains A17 85TM		10,000		5,826	4,174	4,174		4,174	0
		56,580	911,556	0	79,978	888,158	885,213	1,894	887,107	1,051
	Public Works Snow									
123	Overtime Salaries		50,000	5,000		55,000	53,711		53,711	1,289
124	Expenses		70,000	9,000		79,000	79,000		79,000	0
		0	120,000	14,000	0	134,000	132,711	0	132,711	1,289
	Public Works Water									
125	Salaries		349,122			349,122	339,203		339,203	9,919
126	Expenses		268,050			268,050	249,971	18,074	268,045	5
127	Main Ext./New Services		20,000			20,000	14,077		14,077	5,923
181	Mass. W.R. Auth.		105,176			105,176	105,176		105,176	0
320	Main Construction A16-1983T	13,058				13,058	13,058		13,058	0
405	Charles River Water Sta. A18	20,000			20,000	0			0	0
515	Water Main Rehab. A18 85TM		350,000			350,000	350,000		350,000	0
		33,058	1,092,348	0	20,000	1,105,406	1,071,485	18,074	1,089,559	15,847
	Minibus									
128	Salaries		6,272			6,272	6,272		6,272	0
129	Expenses		1,500			1,500	495	850	1,345	155
130	Bus Contract		36,460			36,460	28,609		28,609	7,851
		0	44,232	0	0	44,232	35,376	850	36,226	8,006
	Hospital									
131	Salaries		7,344,110	27,807		7,371,917	7,370,617		7,370,617	1,300
132	Expenses		4,153,000	32,655		4,185,655	4,135,232	50169	4,185,401	254
133	Capital Outlay	281,990	470,000		163,788	588,202	514,869	73,332	588,201	1
134	Travel Out of State		3,000			3,000	108		108	2,892
177	Telephone Lease		36,600			36,600	36,545		36,545	55

Warrant Line Item		Appropriations continued from FY1985	Current Appropriations	Transfers and/or Receipts	Less: Continued Appropriations to FY1987	Total Available for Expenditure	Expended: Disbursement	Expended: Open Encumbrances	Expended: Expended Total	Unexpended Returned to Surplus
412	Cat Scanner A38-1984ATM	102,500				102,500	85,262		85,262	17,238
522	Prior Years Bills A1 86STM			24,559		24,559	24,559		24,559	0
		384,490	12,006,710	85,021	163,788	12,312,433	12,167,192	123,501	12,290,693	21,740
	Board of Health									
135	Salaries		122,882			122,882	119,226		119,226	3,656
137	Travel Out of State		300			300	275		275	25
138	Expenses		39,650			39,650	33,427		33,427	6,223
141	Mental Health		66,888			66,888	49,158		49,158	17,730
142	Mentally Retarded		9,746			9,746	9,746		9,746	0
		0	239,466	0	0	239,466	211,832	0	211,832	27,634
	Veterans Services									
145	Salaries		18,765			18,765	18,558		18,558	207
146	Expenses		1,000			1,000	920		920	80
147	Benefits		50,000			50,000	31,667	3,000	34,667	15,333
		0	69,765	0	0	69,765	51,145	3,000	54,145	15,620
	Youth Commission									
148	Salaries		95,475			95,475	93,089		93,089	2,386
149	Expenses		4,575	437		5,012	5,007		5,007	5
		0	100,050	437	0	100,487	98,096	0	98,096	2,391
	Council on Aging									
150	Salaries		54,261			54,261	54,234		54,234	27
151	Expenses		11,148			11,148	11,140		11,140	8
178	Capital Outlay		4,870			4,870	4,796		4,796	74
		0	70,279	0	0	70,279	70,170	0	70,170	109
	Planning Board									
152	Salaries		47,250			47,250	41,695		41,695	5,555
153	Expenses		4,000	600		4,600	4,351		4,351	249
522	Prior Years Bill A1 86STM			250		250	250		250	0
583	Town Master Plan A24-1980AT	4,000			3,771	229	229		229	0
		4,000	51,250	850	3,771	52,329	46,525	0	46,525	5,804
	Conservation Comm.									
157	Expenses		2,500			2,500	2,486		2,486	14
		0	2,500	0	0	2,500	2,486	0	2,486	14
	Board of Appeals									
158	Salaries		3,628			3,628	3,275		3,275	353
159	Expenses		3,000	900		3,900	3,640		3,640	260
		0	6,628	900	0	7,528	6,915	0	6,915	613
	Historical Commission									
160	Expenses		435			435	434		434	1
		0	435	0	0	435	434	0	434	1
	Library									
161	Salaries		408,041			408,041	408,035		408,035	6
162	Bindings		800			800	392		392	408
163	Books and Periodicals		95,500			95,500	91,523	3,956	95,479	21
164	Building Maintenance		43,200	3,000		46,200	44,159	2,010	46,169	31
165	Expenses		27,800			27,800	27,426	360	27,786	14
166	Capital Outlay		7,350			7,350	5,978	1,295	7,273	77
409	Automated Network A35-1984A	21,364				21,364	19,865	1,500	21,365	(1)
410	Network Expenses A36-1984AT	30,426				30,426	30,365		30,365	61
		51,790	582,691	3,000	0	637,481	627,743	9,121	636,864	617
	Park and Recreation									
18	Capital Outlay		16,000	3,500		19,500	19,500		19,500	0
172	Salaries		186,408			186,408	181,628		181,628	4,780
173	Expenses		62,860			62,860	62,300		62,300	560
519	Claxton Field A38 85TM		32,500			32,500	28,867		28,867	3,633
		0	297,768	3,500	0	301,268	292,295	0	292,295	8,973
	Memorial Park									
175	Expenses		470	46		516	516		516	0
407	Track Facility A32-1984ATM	1,826			1,825	1			0	1
408	Memorial Park Roof A33-1984	27,247				27,247	27,238		27,238	9
		29,073	470	46	1,825	27,764	27,754	0	27,754	10
	GRAND TOTAL	783,656	46,491,038	837,916	581,596	47,531,014	45,964,003	334,542	46,298,545	1,232,469

FEDERAL, STATE AND PRIVATE GRANTS
STATEMENT OF RECEIPTS AND EXPENDITURES
YEAR ENDED JUNE 30, 1986

Title	Beginning Balance	Receipts	Transfer of Available Funds	Transfer from Appropriation	Interest Income	Transfer to Appropriation	Ending Revenue Balance	Expended	Encumb	Approp. Ending Balance
Federal Revenue Sharing	436,358	380,226	0	0	18,962	550,000	285,546	550,000	0	285,546
EDUCATION — FEDERAL GRANTS										
Title I — P.L. 874	13,295	13,632	0	0	0	3,111	23,815	3,111		23,815
ECIA Chapter II — P.L. 97-35	1,718	55,591	0	1,342	0	13,832	44,818	9,536	4,296	44,818
Title VI, HDCPD — P.L. 94-142	−23,020	59,878	−2,625	0	0	112,237	−78,004	112,208	29	−78,004
Title I, HDCPD — P.L. 89-313	−3,675	7,613	0	0	0	250	3,688	250		3,688
Occupational Education — P.L. 94-482	72	0	0	0	0	72	0	72		0
Project Realization — P.L. 94-35	38,766	0	0	0	0	38,766	0	38,766		0
ECIA-1 Project Realization	0	0	0	0	0	76	−76	76		−76
Title II — P.L. 98-377	0	2,482	0	0	0	2,444	38	2,433	11	38
Subtotal	27,155	139,196	−2,625	1,342	0	170,788	−5,720	166,452	4,335	−5,720
NON-EDUCATION — FEDERAL GRANTS										
WSES Sunday Program	110	1,549	0	0	0	1,659	0	1,659		0
Subtotal	110	1,549	0	0	0	1,659	0	1,659	0	0
EDUCATION — STATE GRANTS										
Chapter 750 Incentive Grant	1,249	28,141	0	0	0	27,519	1,871	27,519		1,871
Community Inservice	−2,309	0	2,625	0	0	316	0	316		0
Peer Advocate Program	873	0	−8	0	0	463	402	463		402
Inservice Inst./Critical Thinking	0	2,400	0	0	0	2,050	350	2,050		350
Chapter 188 — Education Reform Act	0	20,340	0	0	0	13,215	7,125	11,147	2,068	7,125
	−188	50,881	2,617	0	0	43,563	9,748	41,494	2,068	9,748
NON-EDUCATION — STATE GRANTS										
Highways, Ch. 811, Acts of 1985	0	151,882	0	0	0	0	151,882			151,882
Highway Safety Program	−401	0	401	0	0	0	0			0
State Grant for Elderly	4,179	11,556	0	0	0	10,597	5,138	10,597		5,138
MBTA Subsidy — Minibus	−3,636	53,059	0	0	0	42,281	7,142	42,281		7,142
Additional Polling Hours	723	0	−723	0	0	0	0			0
DCA — Payroll System	0	2,500	0	0	0	2,431	69	2,431	0	69
Subtotal	865	218,997	−322	0	0	55,309	164,231	55,309	0	164,231
COMMUNITY (PRIVATE) GRANTS										
National Science Foundation	4,680	300	0	0	0	4,325	656	4,160	165	656
Youth Center Committee	0	92	0	0	0	0	92	0		92
Park & Recreation	3,167	2,885	0	0	0	1,226	4,826	1,226		4,826
Science Center — School	156	1,533	0	0	0	157	1,533	157		1,533
Ridge Hill	852	0	0	0	0	100	752	100		752
Senior Shopper Bus	245	2,500	0	0	0	2,400	345	2,400		345
Council on Aging Grants	0	400	0	0	0	0	400	0		400
Public Safety Rescue	0	0	0	0	0	0	0			0
Youth Commission Programs	58	2,349	0	0	0	1,251	1,156	1,251		1,156
Highway Safety Program	533	0	0	0	0	3,200	−2,667	3,200		−2,667
Waste Salvage	0	4,000	0	0	0	4,000	0	4,000		0
Animal Control	0	665	0	0	0	0	665			655
Gould Street Study	0	90,000	0	0	1,247	24,899	66,348	24,899		66,348
Subtotal	9,691	104,724	0	0	1,247	41,557	74,105	41,392	165	74,105
Total Grants	473,991	895,574	−330	1,342	20,209	860,250	527,910	856,306	6,569	527,910

REVOLVING FUNDS
STATEMENT OF RECEIPTS AND EXPENDITURES
YEAR ENDED JUNE 30, 1986

Title	Beginning Balance	Receipts	Transfer of Available Funds	Transfer from Appropriation	Interest Income	Transfer to Appropriation	Ending Revenue Balance	Expended	Encumb.	Approp. Ending Balance
REVOLVING FUNDS										
School Cafeteria	72,156	445,512	0	86,236	0	517,668	86,236	431,432		86,236
School Athletic Activities	56,297	28,485	0	52,459	0	84,782	52,459	25,356	6,967	52,459
Summer School	2,446	9,062		676		11,508	676	10,833		676
Adult Education	3,864	66,558		10,323		70,422	10,323	60,099		10,323
Racial Imbalance	27,975	257,867	−28,933	107,526		256,909	107,526	149,383		107,526
Non-Resident Tuition	7,536	34,143		15,240		41,678	15,240	26,177	261	15,240
School Outside Detail	−813	14,367		−1,077		13,553	−1,077	14,630		−1,085
Fire Outside Detail	239	1,885		161		2,124	161	1,963		161
Police Outside Detail	442	186,252	−25	−1,085	0	186,669	−1,085	187,754		−1,085
Library Outside Detail	30	270		30		300	30	270		30
Arts Lottery Council	553	5,935	0	3,898	0	6,488	3,898	2,590		3,898
Total Revolving Funds	170,725	1,050,335	−28,958	274,388	0	1,192,101	274,388	910,485	7,228	274,388

Town Officers

ELECTED

MODERATOR
Richard P. Melick '87

SELECTMEN
Sally B. Davis '87 Chairman
Norman P. Jacques '87
David. F. Eldridge, Jr. '88
Marcia M. Carleton '88
H. Phillip Garrity, Jr. '89

TOWN CLERK
Theodora K. Eaton '89

ASSESSORS
Richard W. Finnegan '88, Chairman
Herbert Dodge '89
Joseph W. Bergin, Jr. '87

SCHOOL COMMITTEE
William Miles '87 Chairman
Colleen F. Schaller '88
Joan Swartz '89
Mary Ellen Herd '87
Margaret Murphy '89
Daniel P. Matthews '88
Caroline Murray '89

PARK and RECREATION COMMISSION
Barrie Little-Gill '89, Chairman
Normand L. Provencher '89
David F. Eldridge III '89
Robert Hawes '88
Elinor R. Devlin '88

TRUSTEES OF MEMORIAL PARK
Andrew Lawson '89, Chairman
Frederick Muir '87
Robert Chalue '88
Arthur Tiernan '88
Ron Sockol '89

PLANNING BOARD
John H. Coggswell '87, Chairman
Norman P. Homsy '91
Susan Glazer '88
Paul Killeen '89
Stanley Tippett '90

BOARD OF HEALTH
John D. Fernald '89, Chairman
Rachel Spector '87
Saul Adams '88

HOUSING AUTHORITY
John T. Wallace '91
Diane P. Matthews '88
Edward Cahalane '89
Stephen W. Merritt '90
Camella Hertz '91

COMMISSIONERS OF TRUST FUNDS
Robert Cutts '88, Chairman
Robert Kettlety '89
Gerald Swartz '87

TRUSTEES OF PUBLIC LIBRARY
Charles Henderson '89, Chairman
Roma Jean Brown '89
Deborah Wentworth '87
Robert D. Hall '87
Thomas D. Harkins '87
John W. Lebourveau '88
Emily M. Salaun '88

CONSTABLES
John F. Harkins '87
Frank J. Reinhardt '87

APPOINTED BY SELECTMEN

EXECUTIVE SECRETARY
David W. Owen

TREASURER & TAX COLLECTOR
Evelyn Poness

DIRECTOR OF FINANCE
Michael Carroll

MEASURER OF WOOD & BARK
Arthur Coughlin

SEALER OF WEIGHTS & MEASURES
John J. Gill

TOWN COMPTROLLER
Joseph Carey

TOWN COUNSEL
David S. Tobin

DIRECTOR OF PUBLIC WORKS
Robert A. MacEwen

TOWN ENGINEER
David Greenwood

DIVISION SUPERINTENDENTS
Grounds — John Cusick
Highways — Robert J. Lanigan
Water — Bruce E. Nagler
Sewer — Richard P. Merson

POLICE CHIEF AND KEEPER OF THE LOCKUP
Louis Roman

TRUANT OFFICERS
William P. Matthes

DOG OFFICER
Harry Greenlaw

FIRE CHIEF AND SUPERINTENDENT OF FIRE ALARM/FOREST WARDEN
Kenneth Lavoie

DIRECTOR OF CIVIL DEFENSE
Julius T. Fedel

DISTRICT DIRECTOR OF VETERANS' SERVICES
Terrence W. McGuire, Jr.

INSPECTOR OF BUILDINGS
Paul Landry
Elmo Orcini (substitute)
David Berg (substitute)

INSPECTOR OF WIRING
Donald B. Griffin
Joseph Holden (substitute)
Robert M. Rhynd (substitute)

INSPECTOR OF PLUMBING AND GAS
Chester E. Bosselman
Andrew Brown (substitute)

DEPUTY CUSTODIAN OF BUILDINGS AND GROUNDS
David L. Scahill

MINIBUS COORDINATOR
Jane A. Howard

TRUSTEES OF GLOVER MEMORIAL HOSPITAL
Harry Allen
Eunice Connors
Christopher Canavan
David Devine
Francis A. Facchetti
Helen Krawiecki
Gary Petrini
Phillip Reed
Jeffrey Somers
David Z. Webster
J. David White

DATA PROCESSING ADVISORY BOARD
Joanne Morse, Chairman
Edward Ruddy
George M. Shannon
Frederick Tirrell
Edward Pierce
Michael Carroll
Robert Burke

REGISTRARS OF VOTERS
John W. Day, Chairman
Mary J. McCarthy
Barbara Doyle
Theodora K. Eaton, ex-officio

BOARD OF APPEALS
Hertz Henkoff, Chairman
Warren J. MacDonald
William J. Tedoldi
Edward L. McCallum (Associate)
Andrew D. Frieze (Associate)

CONSERVATION COMMISSION
Roy A. Cramer, Chairman
Elizabeth Anderson
Martin R. Healy
Michael Kupferman
John P. Sullivan
Peter Roth
Sharon Soltzberg

SOLID WASTE DISPOSAL COMMITTEE
(Article 73 of 1966, last continued by vote of Article 22 1985)
Phillip Wiggin, Chairman
Willard R. Bliss
Robert MacEwen
Richard Malconian
Ronald L. Morrison
Barbara Popper
Elise Wellington
David S. Tobin

HISTORICAL COMMISSION
(Article 9, Special Town Meeting, 10/76)
Nancy Hartford, Chairman
Raymond Bosworth
Leslie Crumbaker
Norman Homsy
Elizabeth Rich

APPOINTED BY MODERATOR

FINANCE COMMITTEE
Patrick Hyland, Chairman
David Carson
Robert Hinrichs
Johanna Noyes
William M. Powers
George Hertz
Karen Hutcheson
Gerald Sarno
Robert J. Moore

REFERENCE

Town Officers

PERSONNEL BOARD
Arthur E. Engdahl, Jr., Chairman
John Sullivan
John McKeon
Carroll Jackson
F. Timmothy Hegarty

APPOINTED BY THE BOARD OF HEALTH

HEALTH OFFICER AND INSPECTOR OF MILK
Robert Heustis

SANITARIAN AND DEPUTY INSPECTOR OF MILK
Mel Zabar

PUBLIC HEALTH NURSES
Nina Ackerman
Janice Jackson

RECORDED OR COMMUNICABLE DISEASES: BURIAL PERMIT AGENT
Camilla Broderick

INSPECTOR OF ANIMALS AND SLAUGHTERING
William J. Curry, DVM

NUTRITIONIST
Elizabeth Zontini

PEDIATRICIAN
Asha Wallace, MD

APPOINTED BY THE ELECTED AND APPOINTED BOARDS

ASSISTANT TOWN CLERK
Louise MacLean

SUPERINTENDENT OF SCHOOLS
Frederick Tirrell

PLANNING DIRECTOR
H. Calvin Cook

PARK AND RECREATION DIRECTOR
Nancy A. White

LIBRARY DIRECTOR
Vivian D. McIver

ADMINISTRATIVE ASSESSOR
Phillip Gates

ROSEMARY LAKE RECLAMATION AND BUILDING COMMITTEE
Gary W. Petrini, Chairman
John D. Marr, Jr.
Jean Fox
Elinor D. Ryan
Donald Robinson
Robert Dickinson
Robert Boder

CONTRIBUTORY RETIREMENT BOARD (under vote of Town, 11/3/36)
Joseph Carey, Chairman
Claire Hawes
J. Darrison Sillesky

COUNCIL ON AGING
Beverly McNair, Chairman by Selectmen
Daniel Comisky, by Selectmen
Sidney J. Dockser, by Selectmen
Mary Lyons, by Selectmen
Margaret Lindsay, by Selectmen
Nina Ackerman, by Board of Health
Helen Blumenberg, by School Committee
Helen Hicks, by Selectmen
Camella Hertz, by Selectmen
Gerald Swartz, by Selectmen
Deborah Wentworth, by Selectmen
Diane P. Matthews, by Selectmen

FUTURE SCHOOL NEEDS COMMITTEE (Article 49, 1967)
Robert Chase, Chairman,by Selectmen
John Carroll, by School Committee
Rita Minihan, by PTC Presidents' Council
Joanne Pope, by Planning Board
Mary Ridell, by League of Women Voters
Maryruth Perras, by Moderator
George Kelleher, by Finance Committee
Marcia Carleton, by Moderator

YOUTH COMMISSION
(Article 49, 1967)
Richard Creem, Chairman, by Park and Recreation
Carole Vollman, by Moderator
Adele Hoffman, by School Committee
Stephen Cadigan, by Finance Committee
William Duncan, by Selectmen
Kevin Kelly, by School Department
Valeria Nuccio, by School Department

TRANSPORTATION COMMITTEE
Richard Tilles, Chairman
James Kenefick
John J. Gill
Neil O. Alper
Herbert Stevens
Ellen Canavan, ex-officio

effective 1/1/87

Town Meeting Members

TOWN MEETING MEMBERS — 1986

PRECINCT A

Expiration 1989

Denneen, Francis G.	569 Hunnewell St., NH
Lampitski, Wanda	23 River Park Rd., NH
Miles, Jo-Ann	9 Park Avenue NH
Robinson, Herbert	127 Noanett Road, NH
Spiros, Carolyn M.	60 Wayne Road, NH

Expiration 1988

Bleakney, Philip T.	25 Hampton Ave., NH
Creem, Richard S.	12 Gary Road, NH
D'Addesio, Kathryn L.	210 Hillside Ave., NH
Dockser, Sidney J.	98 Wayne Road, NH
Hamburger, Stephen	33 Gould Street, NH
Henkoff, Hertz N.	52 Wayne Road, NH
Nagel, Ira A.	57 Noanett Road, NH
Newman, Doris C.	760 Highland Ave., NH
O'Neil, John J.	9 Avery Street, NH
O'Toole, M. Eileen	28 Mercer Rd., NH
Randall, Blanche D.	62 Noanett Rd., NH
Randall, Sydney	62 Noanett Rd., NH
Robinson, Elsie	127 Noanett Rd., NH
Shapiro, Sylvia	30 Wayne Road, NH

Expiration 1987

Crocker, David C.	80 Spring St., NH
Downe, Charles E.	760 Highland Ave., NH
Golden, Leah M.	141 Noanett Road, NH
Robinson, Heidi D.	102 Webster St., NH
Tedoldi, William J.	68 High Street, NH

PRECINCT B

Expiration 1989

Bassett, Agnes	13 Hunnewell Terr., NH
Davis, Richard A.	195 Rosemary St., NH
Duffy, Lois M.	345 Central Ave., NH
Evans, Mary Lou	54 Clarke Road
Glazer, Susan M.	64 Booth Street, NH
Kelly, Kathleen M.	57 Brookside Road
Leavitt, Priscilla J.	457 Central Ave., NH
Sockol, Eric D.	169 West Street, NH
Tippett, Stanley R.	78 Clarke Circle
Waldman, Frederick	86 Damon Road, NH

Expiration 1988

Bassett, Walter H.	13 Hunnewell Terr., NH
DesRoches, Ronald R.	617 Central Avenue, NH
Evans, Robert E.	54 Clarke Road
Johnson, Peter B.	101 Clarke Circle
McLeod, Agnes J.	467 Central Ave., NH
Page, Meredith P.	19 Glendale Road
Sweet, William L.	361 West Street, NH

Expiration 1987

Butler, Roland V.	52 Crescent Rd., NH
Jaszek, Sandra E.	18 Crescent Road
Johnson, Joan M.	101 Clarke Circle
Manning, Lee J., Jr.	103 Nardone Road
McLeod, John W.	467 Central Ave., NH
Nelson, Barbara A.	19 McCulloch St., NH
Placidi, Linda A.	74 Rolling Lane
Tarallo, George	76 Ardmore Road, NH
Tippett, Harriett D.	78 Clarke Circle
Wasserman, Gerald A.	80 Rolling Lane
Winton, Sylvia B.	77 Ardmore Road, NH
Woodley, John D.	95 Clarke Road

PRECINCT C

Expiration 1989

Baker, Earl	1766 Great Plain Avenue
Christophe, Philip A.	1196 Central Avenue
Cohen, Michael	50 Hancock Street
Cox, Gilbert W., Jr.	49 Colonial Road
Cusack, Brian A.	41 Curve Street
Harkins, Lida Eisenstadt	14 Hancock Road
Hawes, Robert E.	81 Meadowbrook Rd.
Kravets, Nancy J.	1164 Central Avenue
Lintz, Daniel L.	71 Fuller Brook Ave.
Martin, Edith B.	21 Newell Avenue
Perry, Betsey C.	25 Trout Pond Lane
Russian, Rita A.	39 Alden Road
Sockol, Lois	100 Mackintosh Avenue

Expiration 1988

Cary, Ann P.	36 Whiting Way
Davis, Stanton H.	54 Mackintosh Avenue
Hale, Mary Ellen	48 Meadowbrook Road
Hanningan, Mary Ellen	11 Mary Chilton Road
Lebow, Judith S.	73 Mackintosh Avenue
Levitan, Leon B.	43 Whitman Road
Lueders, Lois C.	34 Whitman Road
Mahoney, Edmund J., Jr.	1649 Great Plain Avenue
Milligan, John F.	25 Blacksmith Drive
Portnoy, M. Barry	54 Carol Road
Sillesky, J. Darrison	41 Perry Drive
Story, Dana W., Jr.	28 Perry Drive

REFERENCE

Town Meeting Members

Swaffield, F. Hartwell	1681 Central Avenue
Wald, Arthur	77 Brewster Drive
Wyckoff, Charles W.	85 Pine Street

Expiration 1987

Cogswell, John H.	1479 Great Plain Avenue
Leavitt, Jonathan	1639 Central Avenue
Levitan, Sally A.	43 Whitman Road
Sockol, Ron	100 Mackintosh Avenue
Toran, Sarah Ann	945 Central Avenue

PRECINCT D

Expiration 1989

Adams, Joan	1206 Great Plain Avenue
Davis, Edward L., Jr.	200 Charles River St.
Eberly, Alden	10 Lewis Street
Everts, Nelson T.	121 Richardson Drive
Ganung, Cynthia A.	86 Barrett Street
Gatto, Victor E.	99 Country Way
Killeen, Kathy L.	66 Henderson Street
Lewis, Arthur J.	99 Linden Street
Malconian, Richard	128 Country Way
Morrison, Ronald L.	110 Country Way
Rae, Andrea P.	36 Gage Street
Rockmore, Joyce S.	84 Sylvan Road
Russell, Donald F.	273 Nehoiden Street

Expiration 1988

Barnes, Bradford S.	210 Charles River St.
Davis, Richard W.	233 Nehoiden Street
Dwyer, Dorothy D.	6 Ferndale Road
Eaton, Frank C.	1652 Central Avenue
Hunt, Roger B.	975 South Street
Marsh, Dexter H., Jr.	304 Country Way
Powers, James Hugh	263 Nehoiden Street
Powers, Sally B.	47 Scott Road
Pratt, Robert Todd	81 Sylvan Road
Shultz, Beverly	82 Blake Street

Expiration 1987

Boulris, Carol Johnson	203 Country Way
Dritt, Harry J.	90 Linden Street
Howard, Stephen	70 Linden Street
Lewis, Kathleen M.	99 Linden Street
Powers, William M.	47 Scott Road
Soisson, Thomas F.	128 Maple Street
Tanzer-Glou, Marjorie	233 Country Way

PRECINCT E

Expiration 1989

Bauer, William C.	104 Sutton Road
Brett, James A.	35 Laurel Drive
Bridges, Frank L.	114 Harris Avenue
Brown, Roma Jean	30 Edgewater Lane
Dickert, Mary H.	141 Edgewater Drive
Fountain, John D.	64 Gayland Road
Gillmeister, David L.	88 South Street
Kenefick, James L.	84 Harris Avenue
Kidd, Donald E.	179 Harris Avenue
Murphy, Margaret G.	34 Bradford Street

Expiration 1988

Davis, Robert C.	24 Coulton Park
Donald, David R.	323 Dedham Avenue
Gordon, Maxwell N.	182 Edgewater Drive
Hart, Elizabeth M.	44 Stevens Road
Kronish, Miriam	90 Green Street
Meier, Norman R.	93 Wildwood Drive
Mortimer-Maddox, Rosalind	14 Stevens Road
Riddell, Mary T.	20 Cleveland Road
Schneider, Jon D.	210 South Street
Smart, Robert T., Jr.	25 Mayo Avenue

Expiration 1987

Barstow, Frederick E.	86 Livingston Circle
Cadigan, Stephen J.	283 Edgwater Drive
Colman, James M.	142 Fox Hill Road
Comiskey, Daniel L.	64 High Rock Street
Heald, Robert T.	86 Eaton Road
Howard, Jane A.	119 Green Street
Knapton, Carol S.	100 Lawton Road
Krech, George D.	61 Bradford Street
Perras, Maryruth	42 Oakhurst Circle
Schaefer, Alan E.	1055 Webster Street

PRECINCT F

Expiration 1989

Davis, Edward J.	838 Great Plain Avenue
Fay, Brendan R.	280 Nehoiden Street
Fleming, Susan D.	22 Morton Street
Mahoney, Francis C.	70 Grant Street
Tiernan, Arthur M., Jr.	21 Warren Street
Timmerman, Robert T. II	30 Longfellow Road

Expiration 1988

Harris, Robert D.	955 Webster Street
Keil, Elizabeth M.	43 Kingsbury Street
Murray, Caroline D.	156 Fair Oaks Park
Roberts, Deborah L.	95 Fair Oaks Park
Ryan, John J.	847 Webster Street
White, Jonathan A.	561 Webster Street

Expiration 1987

Hely, Charles J.	19 Lake Drive
Matthews, Daniel P.	1323 Highland Ave.
McDonough, Barry R.	71 Fair Oaks Park
Minahan, Rita L.	15 Morton Street, NH
Roth, Joanne Hull	93 Garden Street
Sylvian, Irene M.	573 Webster Street
Telford, Ruth H.	10 Pickering Place
Trussell, Philip A.	841 Webster Street
Wong, Catherine C.	31 Rosemary Street

PRECINCT G

Expiration 1989

Chase, Robert E.	74 Washington Avenue
Devlin, Elinor R.	45 Washington Avenue
Hughes, Susanne D.	6 Morningside Road
Keleher, George L.	383 Manning Street
Lynch, Frederick J., Jr.	58 Plymouth Road
Nuccio, Vincent C.	93 Hawthorn Avenue
Wentworth, Deborah C.	528 Great Plain Avenue

Expiration 1988

Bigelow, Janet P.	144 Washington Avenue
Burke, Therese E.	14 Otis Street
Burke, William T.	14 Otis Street
Eldridge, Margaret M.	44 Ellicott Street

Expiration 1987

Abbott, Susan W.	60 Otis Street
Browne, Gerald R.	242 Hillcrest Road
Chase, Gratia S.	74 Washington Avenue
Fredericks, Christian H.,Jr.	25 Otis Street
Hall, Robert D., Jr.	204 Hillcrest Road
Popper, Barbara K.	31 Wilshire Park
Wentworth, Blair M.	528 Great Plain Avenue

PRECINCT H

Expiration 1989

Bliss, Willard R.	105 Broad Meadow Rd.
Carleton, Robert G.	132 Elmwood Road
Contanelli, Edward A.	159 Fairfield Street
Doyle, Barbara Buckley	214 Elmwood Road
Kilcommins, Owen M.	11 Woodbury Drive
McKern, Richard A.	194 Elmwood Road
Murphy, Edward B.	9 Grosvenor Road
Peznola, George E.	715 Greendale Avenue
Zimbone, Richard A.	10 Woodbury Drive

Expiration 1988

Devine, David F.	141 Dawson Drive
Dolan, Mary Ann L.	56 Dawson Drive
McElroy, Peter E.	24 Woodbury Drive
Nutile, Eleanor	60 Tudor Road
Rotchford, Robert E.	124 Elmwood Road
Stewart, John H.	131 Bird Street

Expiration 1987

Larsen, Robert Y.	150 Tudor Road
McCarthy, Nancy E.	29 Sterling Road
McMorrow, Eugene S.	22 DeFrancesco Circle
Nutile, LeRoy J.	60 Tudor Road
Peck, George K.	729 Greendale Avenue
Skarinka, Richard C.	729 Greendale Avenue
Sullivan, Timothy F.	13 Appleton Road
Wilmot, Barbara R.	103 Hillcrest Road

PRECINCT I

Expiration 1989

Benfield, Peter B.	84 Paul Revere Rd.,NH
Day, John W.	35 Morley Street
Fusaro, Claire Kroll	57 Brookline Street
Hartford, Warner B.	212 Washington Avenue
Messias, Elaine	38 Fairfax Road
Morrison, Kenneth M.	24 Paul Revere Rd.,NH
Shields, Walter S.	71 Powers Street

Expiration 1988

Belgrade, Judith M.	453 Greendale Avenue
Connolly, Maria W.	674 Webster Street
McClelland, Keith M.	110 Brookline Street
Supple, Edward F.	41 Edwardel Road

Expiration 1987

Attridge, Paul H.	59 Powers Street
Duncan, William E.	34 Hemlock Street
Gale, Kennison N.	19 Edwardel Road
Mason, Paul B.	4 Morley Street
McCaffrey, Maureen T.	285 Manning Street
Roggeveen, Barbara	30 Savoy Road
Shortmann, John J., Jr.	332 Hillcrest Road

PRECINCT J

Expiration 1989

Cox, Arthur E.	109 Lindberg Ave.,NH
Crook, Foster S.	3 Thorpe Road, NH
Gill, John J.	36 Homestead Pk., NH
Herd, Mary Ellen	90 Manning St., NH
Mather, Marcia C.	179 Paul Revere Rd.,NH
Markarian, Mary Claire	21 Concord Street, NH
Prihoda, John R.	107 Lexington Ave.,NH
Stern, Lynne D.	117 Hoover Road, NH
Swartz, Joan W.	130 Woodbine Circle,NH

Expiration 1988

Anderson, Elizabeth E.	31 LaSalle Rd., NH
Connell, John F.	61 Lexington Ave., NH
Downs, Robert A.	51 Virginia Road, NH
Gerber, Jeanne Durkin	21 Manning St., NH
Salaun, Emily M.	101 Tower Ave., NH
Setian, Constance M.	26 Bennington St., NH
Sternick, Sidney H.	48 Dartmouth Ave., NH
Ward, Paul J.	66 Hunting Road, NH

Expiration 1987

McQuillan, John J.	193 Lindbergh Ave.,NH
Picariello, Andrew	590 Highland Ave., NH
Tower, Bonnie Jean	55 Burnside Road, NH

TOWN MEETING MEMBERS AT-LARGE

1986

Canavan, Ellen M.	52 Oak Knoll Terrace
Carleton, Marcia M.	132 Elmwood Road
Davis, Sally B.	24 Coulton Park
Eaton, Theodora K.	51 Bonwood Road
Eldridge, David F., Jr.	44 Ellicott Street
Fernald, John D.	149 PaulRevere Rd.,NH
Finnegan, Richard W.	16 Stockdale Road
Garrity, H. Phillip Jr.	11 Colby Street
Harkins, Thomas M.	41 Laurel Drive
Homsy, Norman A.	52 Hazel Lane
Jacques, Norman P.	40 Hancock Road
Melick, Richard P.	100 Windsor Road
Miles, William J.	9 Park Avenue
Muir, Frederick R.	65 Coolidge Avenue
Provencher, Normand L.	59 Coolidge Avenue

Community Weekend Trades People receive certificate of appreciation:
Front Row: L-R Jim Connor, Ron Sockol, Tom Pirro, Gary Bosselman, & John Sullivan
Second Row: L-R Mike Cahalane, Gary Petrini, Bob Melia, David Gerber, Gino Ficcardi
Thurd Row: L-R Mark Siskowitz, Kerry Malone, Paul Martin, Doug MacLeod
Fourth Row: L-R Ric Leary, Henry Heald, Dan Bussey, Fred Mitchell
Fifth Row: L-R Frank Davey, Jim Sabin, Bob Newton, David Thyne, John Driscoll
Sixth Row: L-R Paul Ward, Paul Salamone, Arthur Tiernan
Seventh Row: L-R Jay Tracy, Jr., Frank McDonnell, Vincent Collins
Top Row: L-R Dan Callahan, David Irwin

SPECIAL TOWN MEETING

WARRANT

TOWN OF NEEDHAM

7:30 P.M.

MONDAY, FEBRUARY 24, 1986

NEMWAN MIDDLE SCHOOL

CENTRAL AVENUE NEEDHAM

COMMONWEALTH OF MASSACHUSETTS

Norfolk, SS.

To either of the Constables in the Town of Needham in said County, Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the inhabitants of the Town of Needham qualified to vote in elections and in Town Affairs to meet at the Newman Middle School in said Town on

MONDAY, THE TWENTY-FOURTH DAY OF FEBRUARY, 1986

at seven-thirty o'clock in the afternoon, then there to act upon the following articles, viz:

Article 1.

To see if the Town will vote to appropriate a sum of money to fund the Town's additional liability under its collective bargaining agreements with Local 1076, Units A, B, and C, International Association of Firefighters, AFL-C10 applicable to the fiscal years 1985 and 1986; said sum to be raised by transfer from free cash account and expended under the supervision and direction of the Fire Chief with the advance approval of the Personnel Board and the Board of Selectmen: and to amend the Consolodated Personnel By-Law as of July 1, 1985, Schedule "A" foot notes as follow:

(5) by deleting "Additional $75.00 per month" and by adding "Additional $100.00 per month"

(10) by deleting it in its entirety and add a new footnote No. (10) as follows: "The following additional amounts when certified and acting as an Emergency Medical Technician, Patrolman, Police Sergeant, .0235 of base rate per year; Firefighter, Fire Lieutenant, Fire Captain and Deputy Fire Chief, .0335 of base rate per year."

(13) By deleting "Additional $75.00 per month" and by adding "Additional $100.00 per month"

or take any other action relative thereto.

(Inserted by: Board of Selectmen)

Article 2.

To see if the Town will vote to appropriate a sum of money for the purpose of supplementing some of the line item amounts appropriated under budget Article 11 of the 1985 Annual Town Meeing which are found to be insufficient to meet the normal costs incurred for the respective services identified with said line items; determine how said sum is to be raised, whether from the free cash account, by transfer of the anticipated unused sums from budget items appropriated under said Article 11, or by any other means and how expended;

or take any other action relative thereto.

(Inserted by: Finance Committee)

Article 3.

To see if the Town will vote to amend the General By-laws of the Town of Needham by deleting in its entirety article XIX Needham Sign By-Law and inserting in its place the following:

ARTICLE XIX
NEEDHAM SIGN BY-LAW

Section 1. AUTHORITY AND OBJECTIVES. This By-law shall be known as the Needham Sign By-law, and is adopted under the authority of Chapters 93 and 43B of the General Laws of Massachusetts. It is intended that this By-law will serve the following objectives:

Facilitate efficient communications to ensure that people receive the messages they need or want; promote good relationships between signs and the buildings and environment to which they relate; maintain visual diversity by avoiding a requirement of uniformity; and support business vitality within business and industrial zones by avoiding burdensome procedures and restrictions.

It is hereby determined that if the number of signs in the Town of Needham is excessive and unduly distracting to motorists and pedestrians, it can create a traffic hazard, reduce the effectiveness of signs needed to direct the public and marr the appearance of the Town of Needham.

The regulations contained in this By-law are the minimum amount of regulation necessary to achieve its purposes.

Section 2. DEFINITIONS.

SIGN: Any device designed to inform or attract the attention of persons who are not on the premises on which the device is located. Any exterior building surfaces which are internally illuminated or decorated with gaseous tube or other lights are considered signs. The following, however, shall not be considered signs within the context of this By-law.

a) flags and insignia of any government except when displayed in connection with commercial promotion;
b) legal notices, or informational devices erected or required by public agencies;
c) standard gasoline pumps bearing thereon in usual size and form the name, type, and price of gasoline;
d) integral decorative or architectural features of buildings, except letter, trademarks, moving parts, or parts internally illuminated or decorated with gaseous tube or other lights;
e) on-premises devices guiding and directing traffic and parking, not exceeding two square feet in area, and bearing no advertising matter;
f) devices hand-carried or mounted on vehicles, unless located for fixed display.

SIGN AREA: The area of the smallest horizontally or vertically oriented rectangle which could enclose all the display area of the sign, together with any backing different in color or material from the finish material of the building face, and together with any decorative framing or other elements whose judged intent is to extend the effective sign area, exclusive of minimal supporting framework, but without deducting for open space or other irregularities. Only one side of flat, back-to-back signs need be included in calculating sign area.

ON-PREMISES SIGNS: Only signs pertaining exclusively to the premises on which they are located or to products, accommodations, services, or activities on the premises are on-premises signs.

OFF-PREMISES SIGNS: Signs not pertaining exclusively to the premises on which they are located or to the products accommodations, services, or activities on the premises are off-premises signs.

OFF-PREMISES DIRECTIONAL SIGNS: An off-premises directional sign designates the route to an establishment not on the street to which the sign is oriented.

TEMPORARY SIGN: Any sign constructed of paper, cloth, canvas, fabric, cardboard, wallboard, or other light material, with or without frames, intended to be displayed for a continuous period of not more than sixty days.

PERMANENT ATTACHED SIGNS: Signs, other than temporary signs, which are attached to a building or visible through its window, whether wall or projecting, are permanent attached signs.

PERMANENT FREESTANDING SIGNS: Signs, other than temporary signs, which are wholly separated from the ground and not attached to a building are permanent freestanding signs.

Section 3. ADMINISTRATION.

3.1 Sign Committee. The Sign Committee (herein after referred to as "The Committee") of three members plus two alternate members shall be appointed by the Selectmen for three-year terms (so arranged initially that no more than one member's term and one alternate member's term expires each year). Members shall include at least one retail merchant operating in Needham and one person having professional training in visual design.
The Committee shall elect a Chairman and a Clerk. Two members shall constitute a quorum. All decisions shall require a positive vote of at least two members.
The Committee shall meet monthly at such time and place to be determined by the members, and at such additional times as it determines necessary to carry out the provisions of this By-law. In the event a member is unable or refuses to sit, the Chairman shall designate an alternate member to sit in the place of that absent member.

3.2 Issuance of Permits. No sign shall be erected, enlarged, reworded, redesigned, structurally altered, or used without a sign permit issued by the Building Inspector except for signs described in sections 5.1(a), 5.1(c), and 5.3.4. Permits shall only be authorized for signs in conformance with this By-law.

Applicants shall file a permit application accompanied by a photograph of the facade to which the sign is to be attached, or the area of intended location if unattached, and two prints of scale drawings of the sign and supporting structure showing placement thereon.

If the Building Inspector finds that the proposed sign is in all respects in conformance with this By-law, he shall issue a permit within 30 days of the filing of the application.

Failure of the Building Inspector to issue a permit within 30 days of the filing of the application shall be deemed a denial thereof. Permits shall expire ten years from the date of issuance.

3.3 Appeal from Building Inspector's Ruling. Any person aggrieved by the Building Inspector's ruling may appeal by filing an appeal with The Committee and the Town Clerk within 30 days of the Building Inspector's ruling. The Committee shall rule on the appeal within 60 days of the filing of the appeal with the Town Clerk. Failure of The Committee to act within sixty days shall be deemed a denial of the appeal. If on appeal the permit is approved, The Committee shall direct the Building Inspector to issue the permit.

3.4 Variance. If an applicant wishes to obtain a permit for a sign that does not comply with this By-law, he shall apply to the Building Inspector for a permit in accordance with the proceedings established by Section 3.2 of this By-law. Upon denial of the permit, the applicant shall apply to The Committee for a variance from the requirements of this By-law in accordance with the procedure established under Section 3.3 of this By-law. The Committee shall set a date for and hold a public hearing. It will be the responsibility of the applicant, at his own expense, to give notice of the public hearing at least seven days in advance by advertisement in a newspaper of general circulation in Needham and by posting such notice in a conspicuous place in the Town Hall for a period of not less than 7 days before the day of the hearing. The applicant for a variance is further required to give notice of the public hearing, sent 10 days before the hearing by certified mail, return receipt requested, postage prepaid to all parties in interest.
"Parties in Interest" as used in this section shall mean the abutters, owners of land directly opposite the proposed site of the sign on any public or private street or way, and abutters to the abutter within three hundred feet of the property line of the applicant as they appear on the most recent applicable tax list.

Publications and notices of the public hearing required by this section shall contain the name of the area or premises, street address, if any, or other adequate identification of the location, of the area or premises which is the subject of the petition, the date, time and place of the public hearing, the subject matter of the hearing, and the nature of action or relief requested if any. No such hearing shall be held on any day on which a state or municipal election, caucus or primary is held in Needham.

The Committee may in its discretion grant a variance, but only if the proposed sign meets all of the Design Guidelines set forth in Section 3.5 of this By-law, and if The Committee finds that owing to physical peculiarities of the specific location literal enforcement of the terms of this By-Law would result in substantial hardship to the applicant or substantial detriment to the vicinity, and that such a variance will be consistent with the stated objectives of this By-law. Failure of The Committee to act within sixty days shall be deemed a denial of the variance. If the permit is approved, The Committee shall direct the Building Inspector to issue permit with such terms and conditions it deems appropriate.

3.5 Design Guidelines. A variance may be permitted under Section 3.4 above only if The Committee finds that the proposed sign meets all of the following guidlines.

a) Sign scale is appropriate in relation to development scale, viewer distance and travel speed, and sign sizes on nearby structures.
b) Sign size, shape, and placement serves to define or enhance such architectural elements of the building as columns, sill lines, cornices, and roof edges, and not to interrupt, obscure, or hide them.
c) Sign design is not wholly discontinuous with other signage on the same or adjacent structures, providing continuity in mounting location and height, proportions, materials, or other important qualities.
d) Sign materials, colors, lettering style, and form are compatible with building design and use.
e) Sign content does not overcrowd background.
f) Sign legibility is not impaired by excessive complexity, multiple lettering styles or colors, or other distracting elements.

3.6 Fees-Generally. Application and hearing fees shall be established and revised from time to time by The Committee at a level sufficient to defray the estimated cost of administering this By-law, and shall be based upon the number, area, and illumination of the signs applied for.

3.6.1. Temporary Real Estate Signs. Temporary real estate signs require payment of a uniform fee to be determined by The Committee whenever a sign is to be displayed on the premises of property being offered as stated above by the owner. Real Estate brokers or agents shall obtain a one-year permit for displaying such signs and shall be subject to a uniform fee to be assessed annually in an amount to be determined by The Committee.

Section 4. GENERAL REGULATIONS.

4.1 Maintenance. All signs shall be maintained in a safe and neat condition to the satisfaction of the Building Inspector and in accordance with requirements of the State Building Code. Structural damage, missing letters, or other deterioration obscuring content shall be remedied within sixty days or the sign removed.

4.2 Prohibitions.

4.2.1 Illumination.

a) Illuminated signs shall be lighted by a steady stationary light, shielded and directed solely at or internal to the sign.
b) No illumination shall be permitted which casts glare onto any residentially used premises or onto any portion of a way so as to create a traffic hazard, or which results in average face brightness exceeding 60-foot lamberts elsewhere.
c) No sign shall be illuminated after 11 P.M. and before 7 A.M., unless related to a retail establishment during hours it is open to the public. In an emergency declared by the Selectmen, however, hours of permissible illumination may be expanded or curtailed to the extent and for such period as the Selectmen may require.

4.2.2 Location.

a) No sign shall be erected at the intersection of any streets or of a street and driveway in such a manner as to obstruct free and clear vision; or at any location where, by reason of its position, shape, or color, it may interfere with, or obstruct the view of, or be confused with any authorized traffic sign, signal, or device.
b) No signs shall be attached to motor vehicles, trailers or other movable objects regularly or recurrently located for fixed display.
c) No sign shall be attached to a radio, television, or water tower, or any other type of tower or smoke stack.
d) No sign shall extend above or beyond the end of the wall to which it is attached, nor overhanging a street or sidewalk by more than the thickness (up to 12") of a flat wall sign.
e) No portion of any sign shall be located above the roof line of a building. Roof line means the intersection of the exterior wall and the roof.
f) No freestanding sign shall be located within a required

side or rear yard or within fifteen feet of a streetline, or extending more than twenty feet above adjoining ground level.

4.2.3 Type.

a) A V-shaped sign consisting of two single-faced signs shall not be permitted.
b) Pennants, streamers, advertising flags, spinners, or similar devices shall not be permitted.
c) No animated or revolving sign shall be permitted, and only time and temperature indicators shall be allowed to flash.

Section 5. PERMITTED SIGNS.

5.1 All Zoning Districts. The following signs are allowed in all zoning districts:

a) One on-premises sign, either attached or free-standing, indicating only the name and/or profession of the owner or occupant, the street and/or number, not to exceed two square feet in area. No permit is required.
b) One off-premises directional sign may be erected and maintained within the public right-of-way at any intersection if authorized by the Selectmen, or on private property if authorized following an application and hearing by The Committee in accordance with Section 3.2 and 3.3 of this By-law. Such signs shall be permitted only upon the Committee's determination that the sign will promote the public interest, will not endanger the public safety, and will be of such size, location, and design as will not be detrimental to the neighborhood. At locations where directions to more than one establishment are to be provided, all such directional information shall be incorporated into a single structure. All such directional signs shall be unlighted and each shall be not over four square feet in area.
c) Signs of not more than a total of twelve square feet in area, erected for charitable, educational, political, or religious purposes. No permit is required.
d) (i) A temporary unlighted real estate sign not larger than twelve square feet in area, advertising the sale, rental, or lease of the premises or subdivision on which it is erected.

   (ii) A temporary unlighted sign not larger than twelve square feet indicating the name, address, and telephone number of the parties involved in construction on the premises.

(iii) For a development of six or more lots or dwelling units, one sign not larger than twelve square feet at each visible street entrance to the development from a prior existing way indicating the name, address, and telephone number of the parties involved in construction on the premises.

(e) One bulletin board not exceeding twelve square feet for and on the premises of a public, charitable, educational, political or religious institution. No permit is required to change the lettering on such a bulletin board.

f) One memorial sign or tablet indicating the name of the building and/or date of erection, if not exceeding 2% of the area of the wall to which it is attached, and if carved into or attached in such a way as to be an integral part of the building, and without separate illumination.

5.2 Single Residence, General Residence, Apartment, and Institutional Zoning Districts.

(a) One on-premises sign, either attached or freestanding, oriented to each street on which the premises abut, each such sign not to exceed twelve square feet in area, indicating the nonresidential principal use or uses of the premises.

(b) One on-premises sign, either attached or fullstanding, stating the name of the apartment complex it if contains more than six units, such sign not to exceed twelve square feet.

5.3 Business, Industrial, and Industrial Park Zoning Districts

5.3.1 Number. In addition to signs allowed under 5.1, one permanent sign, whether permanently attached or free standing, is permitted as further described in Sections 5.3.2 and 5.3.3 of this By-law for each occupant of separate space per street that the premises abut.

5.3.2 Permanent Attached Signs. The total area of all permanent attached signs shall be not more than fifteen percent of the projected area of the elevation they are attached to, shall not exceed 32 square feet, and no sign shall exceed one hundred square feet in area if oriented for visibility from Route 128 (I-95). If a sign is orientated for visibility from Route 128 (I-95) and is to exceed 32 square feet, then it must be approved by the Committee, and the Committee shall approve it only if it finds it complies with the design guidelines established in Secion 3.5 of this

By-Law.

5.3.3 Permanent Freestanding Signs.

a) Area: not more than thirty-two square feet, and not more than sixty square feet if oriented for visibility from Route 128 (I-95). If a sign is orientated for visibility from Route 128 (I-95) and is to exceed 32 square feet, then it must be approved by the Committee, and the Committee shall approve it only if it finds it complies with the design guidelines established in Section 3.5 of this By-Law.

b) Visibility: Every freestanding sign placed within thirty feet of the curb line of intersecting streets and driveways shall have an open space of at least eight feet from the ground to the base of the sign.

c) All free standing signs on the same parcel of land shall be attached to the same support.

5.3.4 Temporary Signs. Temporary signs, in addition to signs allowed under Section 5.3.1, are permitted only if unlighted inside of windows, occupying not more than 25% of the area of each window, and advertise sales, special events, or changes in the nature of an operation, but shall not otherwise be used to advertise a continuing or regularly recurring business operation, and shall be removed promptly when the information they diplay is out of date or no longer relevant. No permit is required.

5.4 Table of Sign Areas In conformity with sections 5.1-5.3 above all signs shall also conform with the following table:

Type	Maximum Area (square feet)
Sale, lease, rental, subdivision signs [5.1.d.(i)]	12
Construction [5.1.d.(ii)]	12
Development of 6 or more units or lots [5.1.d (i)]	12
Real estate signs [5.1.d.(i)]	12
Religious, educational, charitable or political institutions [5.1.c]	12
Single Residence, General Residence Apartment, or Institutional Districts [5.1.a]	12

Nonresidential principal uses in residential districts [5.2.a]	12
Apartment complexes [5.2.b]	12
Business, Industrial, or Industrial Park Districts	
Attached [5.3.2]	32
Attached if visible from Rt. 128 [5.3.2]	100
Freestanding [5.3.3]	32
Freestanding if visible from Rt. 128 [5.3.3]	60
Off-premises directional signs	4
Bulletin boards for institutions [5.1.e]	12

Section 6. VIOLATIONS.

6.1 Penalty. Any person violating any provisions of this By-law shall be subject to a penalty up to the maximum amount allowed for each offense under the noncriminal processes authorized at M.G.L. Chapter 40, Section 21D. Each day that the violation continues shall be considered a separate offense.

6.2 Notice and Removal Existing signs which violate this By-law shall be removed or brought into comformity with this By-law within thirty days of notification of violation by the Building Inspector unless he authorizes a longer period necessitated by unavailability of parts.

6.3 Pre-existing, Non-Conforming Signs

Any sign erected prior to May 11, 1981 and not enlarged, reworded, redesigned, or structurally altered since that date, and any sign erected, enlarged, reworded, redesigned, or structurally altered pursuant to a permit issued by the Building Inspector shall not have to be removed or brought into conformity with this By-Law until January 1, 1992.

Section 7. SEVERABILITY CLAUSE. This By-law, and its

various parts, sections and clauses thereof, are hereby declared to be severable. If any part, section or clause is adjudged invalid, the remainder shall remain in full force and effect;

or take any other action relative thereto.

(Inserted by the Board of Selectmen)

Article 4.

To see if the Town of Needham will accept the provisions of Section 13 of Chapter 188 of the Acts of 1985 as most recently amended by Chapter 704 of the Acts of 1985; or take any other action relative thereto.

(Inserted by: School Committee)

Summary of Section 13 of Chapter 188 of the Acts of 1985

Section 13 of Chapter 188 of the Acts of 1985, establishes a professional development grant program for the purpose of supplementing teacher compensation. Upon acceptance of the law, the town would be eligible to receive grants from the Commonwealth of Massachusetts. The grants shall be deposited with the Town Treasurer to be expended by the School Committee, without further appropriation, for professional development grants to teachers as compensation. The School Committee shall apportion the grants in accordance with agreements negotiated between it and the teachers collective bargaining unit. The amount of money to be awarded to a city, town, or school district shall be the amount of money appropriated by the state legislature, multiplied by a fraction, the numerator of which shall be the number of pupils enrolled in the day program of that city, town, district, educational collaborative and independant vocational schools, and the denominator of which shall be the total number of pupils enrolled in day programs of all cities, towns, districts educational collaboratives and independant vocational schools.

Article 5.

To see if the Town will appropriate a sum of money for the design and inspection service for the repair or reconstruction of the bridge on Kendrick Street over the Charles River at the Newton line;

or take any other action relative thereto.

(Inserted by: Board of Selectmen)

Article 6.

To see if the Town will vote to amend the Zoning By-Law of the Town of Needham as follows:

By deleting Section 4.5.5 in its entirety and inserting a new Section 4.5.5; Side and Rear Setbacks Adjoining Residential Districts

"Where an area changed to a manufacturing, industrial, or industrial park district after April 15, 1955 adjoins a residential district, no building or structure for a non residential use shall be placed or constructed within fifty (50) feet of the residential district boundry, and within said strip, which shall be suitably landscaped, there shall be no accessory use including parking or storage, except that the Board of Appeals may grant a special permit for fences, off-street parking or loading, or service drives."

or take any other action relative thereto.

(Inserted by: Planning Board)

AND you are hereby directed to serve this Warrant by posting copies thereof in not less than twenty public places in said Town at least fourteen (14) days before said meeting.

Hereof fail not and make due return of this Warrant with you doings thereon unto our Town Clerk on or after said day and hour.

Given under our hands at Needham aforesaid this 7th day of February, 1986.

H. Phillip Garrity, Jr.
Sally B. Davis
Norman P. Jacques
Marcia M. Carleton
David F. Eldridge, Jr.
Selectmen of Needham

A true copy
Attest:
FRANK J. REINHARDT, JR.

Town Clerk's Office
Needham, Mass. 02192

(ATTACH LABEL HERE)

ATTN: SPECIAL TOWN MEETING WARRAN

TOWN OF NEEDHAM

MASSACHUSETTS

1986 ANNUAL

TOWN MEETING WARRANT

and

1986 ANNUAL REPORTS

of

THE FINANCE COMMITTEE

with

BUDGET RECOMMENDATIONS

* * * * *

and of

PLANNING BOARD

PUBLIC WORKS DEPARTMENT

HUMAN SERVICES COMMITTEE

* * * * *

ELECTION . . . . . MONDAY, APRIL 14, 1986

BUSINESS MEETING at 7:30 P.M. on MONDAY, MAY 5, 1986

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THE 75TH ANNUAL REPORT

OF THE FINANCE COMMITTEE

TO THE VOTERS OF THE TOWN OF NEEDHAM:

Preparation of the 1987 budget has been a most unusual process, even for the most experienced members of the Finance Committee. It started with the communication that Glover Hospital was facing, and would face, new problems because of changing health care policies, and continued with a host of other communications indicating loss of revenue and/or volatile increases in costs.

And while the Finance Committee carefully and cautiously reserved judgment, studied data over successive weeks, made no predictions, it was inevitable that the monitoring process in place would reveal much of the bad news that appeared. The press dutifully reported possible shortfalls, starting with as much as $2-1/2 million, and gradually shrinking it to a possible half a million.

As time went on, proposed expenditures and revenues began to approach each other on a more congenial basis until it now appears, as this report is being written, that the Finance Committee will be able to report what some call a balanced budget.

At the same time, we would insert a note of caution. The same conditions that surrounded this budget process continue. Unexpected .... volatile. That infers that between now and the time of Town Meeting some numbers could change. And while we can anticipate the unexpected, we are unable to describe it.

To detail the many related facets of the Town's budget here would create a many paged document that most people would probably not read. The figures will be found in other pages of the warrant. There are, however, a few general statements that should be made.

- Without exception, departments and various boards exercised thoughtful care and restraint in preparing and submitting their budgets. In several cases, sound proposals were withdrawn in an effort to decrease the budget.

- Several budget submissions included requests for additional personnel. Each had considerable justification. The problem is the Town's ability to pay - not just now, but in the future. In looking at this, or any other budget, it must be remembered that a substantial proportion of the expenditures go for salaries and related benefits. Therefore, there is a built-in escalation, while facing - at the same time - a 2-1/2 ceiling in terms of tax levy.

- This year Needham is at the limit of its taxable potential. Said another way: Based upon January 1, 1985 assessments, using Needham's total tax base, using 2-1/2% of that allows a tax revenue of $26,606,932. The difference between that and recommended expenditures must be raised from other sources of revenue.

- State aid has been increased, and is vital to Needham - as well as other cities and towns. While no municipality would like to find itself dependent upon the State, the fact is: All are!

- As this is being written, it appears that State Aid is not as much as the Town projected. This is so for several reasons: Assessments against the Town have increased, "off-sets" are more than expected (a negative in the accounting process), and a State formula for additional aid favors less affluent cities and towns.

- The Town, in looking for other sources of revenue, has continued to make upward adjustments in certain user fees. Most of these would seem to be at a maximum level. The Board of Selectmen have initiated a sewer charge. There is a new hotel tax that should bring in some added revenue in 1987.

- Will charges against the Town by the Massachusetts Water Resources Authority be higher in the future? Undoubtedly. Should the Sewer User Charge be higher than it is? That's a political decision.

- Whether you are for or against Proposition 2-1/2, a process continues that must be evaluated. The facts show the Town scrambling to find other sources of revenue - call them what you will. Increasingly, the Town will face a squeeze as certain factors, such as salary costs, glacier-like, exert their pressures. Delivery of services, particularly in certain areas, becomes more - not less - difficult.
- Many of the same forces affecting personal life are felt by the Town. Insurance costs, interest rates, energy costs, maintaining buildings and equipment, emergencies, litigation - to mention a few. The Finance Committee, in fulfilling its responsibility to Town Meeting, and the Town, has attempted to be sensitive to what is perceived as the expectations of this community as they relate to the quality of life. Whether we have succeeded or failed will be for the Town to judge. But no one should be deceived by one year figures that reflect program, philosophy, and goals.

The task and challenge of gathering data, analyzing and interpreting it are immense. What are the new challenges facing this community? How are they being met? Mental health, service for the aging, open space, pollution - any citizen can add to the list. The old problems remain, e.g., the future closing of the disposal area, improving our infra-structure, use of land, and traffic.

The Finance Committee makes these points because the future of this community rests upon its willingness to re-examine the "traditional" way of doing things, to confront the difficult problems and find satisfactory answers, to find better ways of "staffing the problems" so that we find solutions.

This budget represents but one dimension of a complex effort. While the action of Town Meeting on the recommended budget will impact on the areas listed above, and others, the real need is to recognize the on going nature of the problems we face - and to get all citizens involved and committed.

A final word: Because this report is being written, and will be printed before the Finance Committee will have completed its budget deliberations, it will not highlight some of the changes that will be made in the budget. That will be done, however, either in hand-outs or in a presentation at Town Meeting.

* * * * *

Respectfully submitted,
William M. Powers, Chairman
Patrick J. Hyland, Vice Chairman
Robert J. Bond
David J. Carson
Charles E. Downe
Robert Hinrichs
Johanna Noyes
Larry L. Smith, Jr.
John Wheatley
Warner B. Hartford, Executive Secretary

TRANSFERS FROM FINANCE COMMITTEE RESERVE FUND TO APPROPRIATION ACCOUNTS

July 1, 1984 - June 30, 1985

Transfers have been summarized below by department. These amounts are included in the EXPENDED FY 1985 column of the Budget Recommendations.

DEPARTMENT	LINE	ITEM	AMOUNT
Selectmen:	002	Telephone Charges	$ 1,229.31
	003	Expenses	2,587.00
	005	Capital Outlay	9,931.35
	010	Property & Casualty Self Insurance	1,115.33
Legal:	025	Special Fees	36,000.00
Personnel:	027	Expenses	642.00
	046	Temporary Loan Interest	24,226.17
Fire:	089	Overtime Salaries	9,840.98
	091	In Service Training	1,845.58
Building:	101	Salaries	3,200.00
Highway:	114	Salaries	2,500.00
Sewer:	120	Salaries	2,000.00
Snow & Emergency:	124	Expenses	10,000.00
Hospital:	131	Salaries	12,000.00
Council on Aging:	150	Salaries	900.00
Planning Board:	153	Salaries	600.00
Board of Appeals:	159	Expenses	877.50
Sewer System Survey		Article 4 Special Town Meeting 1984	16,500.00
TOTAL			$135,995.22

DEBT RETIREMENT SCHEDULE

Year	Principal Repaid	Interest Paid	Total Debt Payment	Debt End of Year
1986	255,000	87,281	342,281	2,609,102
1987	514,102	124,422	638,524	2,095,000
1988	485,000	97,068	582,068	1,610,000
1989	475,000	71,465	546,465	1,135,000
1990	410,000	48,073	458,073	725,000
1991	125,000	34,088	159,088	600,000
1992	100,000	28,500	128,500	500,000
1993	100,000	23,750	123,750	400,000
1994	100,000	19,000	119,000	300,000
1995	100,000	14,250	114,250	200,000
1996	100,000	9,500	109,500	100,000
1997	100,000	4,750	104,750	0
1998	0	0	0	0

CAPITAL OUTLAY PLAN
FISCAL YEARS 1987 - 1991

DEPARTMENT PROJECT	ESTIMATED COST	ANNUAL LEASECOST	1987 FY	1988 FY	1989 FY	1990 FY	1991 FY	LATER	FINANCE COMMITTEE RECOMMENDATIONS FISCAL YEAR 1987 COST	METHOD OF FINANCING 1987 TAX RATE	BONDING
BOARD OF SELECTMEN											
Town Hall Rewiring	4,000		4,000								
Office Furniture	1,077		1,077								
Carpeting	4,472		4,472								
Paint Roof Rail	2,000		2,000								
Paint Windows	3,000		3,000								
2 Air Conditioners	1,200		1,200								
Metal Refinishing	100		100								
Pollard Emergency Power Art. #21	40,000		40,000								
TOTAL - LINE 5	15,849		55,849	0	0	0	0	0			
TOTAL - ART 21	40,000										
DEPARTMENTAL TOTAL	55,849		55,849	0	0	0	0	0	55,849	15,849	
COUNCIL ON AGING											
Carpet Replace	10,500		3,000	3,500	4,000	0					
TOTAL - LINE 38	10,500	0	3,000	3,500	4,000	0	0	0	3,000	3,000	
FIRE											
Replace Engine 1	175,000		175,000								
Generator Hookup	6,000			6,000							
Lease Ambulance Equip.	23,992	11,996	11,996	11,996							
Lease Engine 4	68,200	34,100	34,100	34,100							
Repair Insp. Car	1,500		1,500								
Replace Chief Car	14,000			14,000							
Replace Engine 7	175,000			175,000							
Replace Insp. Car	11,500			11,500							
"Jaws of Life"	3,990		3,990								
Communications	43,900		9,900	8,000	8,000	6,000	6,000	6,000			
Replace C-6	12,500			12,500							
Boiler Station #1	25,000		25,000								
Watchroom Renovations	25,000			25,000							
TOTAL - LINE 92	585,582	0	215,390	252,000	8,000	6,000	6,000	6,000			
TOTAL - LINE 95		46,096	46,096	46,096	0	0	0	0			
DEPARTMENTAL TOTAL	585,582	46,096	261,486	298,096	8,000	6,000	6,000	6,000	261,486	40,390	175,000
									STABILIZATION FUND		46,096
GLOVER MEMORIAL HOSPITAL											
Medical & Office Equipment	2,551,700		574,000	786,250	465,650	424,250	301,550				
Telephone Equipment	74,000	37,000	37,000	37,000							
TOTAL - LINE 133	2,551,700		574,000	786,250	465,650	424,250	301,550	0			
TOTAL - LINE 39	74,000	37,000	37,000	37,000	0	0	0	0			
DEPARTMENTAL TOTAL	2,625,700		611,000	823,250	465,650	424,250	301,550	0	611,000	611,000	

CAPITAL OUTLAY PLAN (Continued)
FISCAL YEARS 1987 - 1991

DEPARTMENT PROJECT	ESTIMATED COST	ANNUAL LEASECOST	1987 FY	1988 FY	1989 FY	1990 FY	1991 FY	LATER	FINANCE COMMITTEE RECOMMENDATIONS FISCAL YEAR 1987 COST	METHOD OF FINANCING 1987 TAX RATE	BONDING
POLICE											
Cruiser Replace	353,835		65,525	65,525	78,630	78,630	65,525				
Headquarters Expansion ART #46	500,000		500,000						500,000	RECOMMENDATION DEFERRED	
TOTAL - LINE 77	353,835		65,525	65,525	78,630	78,630	65,525	0	65,525	65,525	
ARTICLE #46	500,000		500,000								
DEPARTMENTAL TOTAL	853,835		565,525	65,525	78,630	78,630	65,525	0	65,525	65,525	
MEMORIAL PARK											
Complete Maintenance Building Art. #25	25,000		25,000								
Football Goal Posts	2,528		2,528								
DEPARTMENTAL TOTAL	27,528		27,528	0	0	0	0	0	27,528	RECOMMENDATION DEFERRED	
PUBLIC LIBRARY											
Fuel Tank Replacement	8,000		8,000								
1 PAC Computer Terminal-Public	3,300		3,300								
1 #1810 Terminal for Childrens Room	2,340		2,340								
1 Laser-Scanner Terminal	7,500			7,500							
6 PAC Terminals	19,800			6,600	6,600	6,600					
Theft Detection	20,000				20,000						
TOTAL - LINE 166	60,940		13,640	14,100	26,600	6,600	0	0			
DEPARTMENTAL TOTAL	60,940		13,640	14,100	26,600	6,600	0	0	13,640	13,640	
PUBLIC WORKS GARAGE											
Equipment Replacement	1,481,564		250,501	329,663	351,200	234,200	316,000	Ongoing			
Roof Repairs	30,000			30,000							
TOTAL - LINE 113	1,511,564		250,501	359,663	351,200	234,200	316,000	0			
DIVISION TOTAL	1,511,564		250,501	359,663	351,200	234,200	316,000	0	250,501	250,501	
HIGHWAY											
Land Fill Closing Art. #23	250,000		50,000	50,000	50,000	50,000	50,000	Ongoing			
DIVISION TOTAL	250,000		50,000	50,000	50,000	50,000	50,000	0	50,000	50,000	
SEWER											
Sewer Main Construction - Art #18	1,080,000		80,000	250,000	250,000	250,000	250,000	Ongoing			
Reservoir Street Pump Station	60,000			25,000	10,000			25,000			
Storm Drain Master Plan	100,000			100,000							

CAPITAL OUTLAY PLAN (Continued)
FISCAL YEARS 1987 - 1991

DEPARTMENT PROJECT	ESTIMATED COST	ANNUAL LEASECOST	1987 FY	1988 FY	1989 FY	1990 FY	1991 FY	LATER	FINANCE COMMITTEE RECOMMENDATIONS FISCAL YEAR 1987 COST	METHOD OF FINANCING 1987 TAX RATE	BONDING
SEWER (Cont'd)											
Storm Drain Improvements - Art #19	90,000		10,000	20,000	20,000	20,000	20,000	Ongoing			
Kendrick Street Pumping Station - Art #17	60,000		10,000		50,000						
West Street/Highland Force Main - Art #16	25,000		25,000								
DIVISION TOTAL	1,415,000		125,000	395,000	330,000	270,000	270,000	25,000	125,000		
WATER											
Main Extensions	100,000		20,000	20,000	20,000	20,000	20,000	Ongoing			
Main Rehabilitation & Replacements Art. #20	1,750,000		150,000	400,000	400,000	400,000	400,000	Ongoing			
DIVISION TOTAL	1,850,000		170,000	420,000	420,000	420,000	420,000	0	170,000		
DEPARTMENTAL TOTAL	4,996,564		595,501	1,194,663	1,151,200	974,200	1,056,000	25,000	595,501	300,501	215,000
									SEWER ASSESSMENT RESERVE ACCOUNT		80,000
FINANCE											
Office Equipment & Computer Work Stations (5)	11,000		11,000								
DEPARTMENTAL TOTAL	11,000		11,000	0	0	0	0	0	11,000	11,000	
EDUCATION											
High Rock - Roof	110,000			110,000							
Newman - Heating	220,000						220,000				
H.S. - Energy Cons.	80,000			20,000	20,000	20,000	20,000				
Mitchell - Heating	75,000			75,000							
Eliot - Energy	40,000				20,000	20,000					
High Rock - Energy	40,000			20,000	20,000						
Broadmeadow - Roof	120,000					120,000					
Eliot - Roof	80,000						80,000				
Hillside - Roof	20,000						20,000				
H.S. - Heating	300,000		300,000								
Pollard - Roof & Renov.	365,500		150,000		215,500						
Broadmeadow - Heat	85,000			85,000							
High Rock - Heat	85,000					85,000					
Hillside - Heat	60,000					60,000					
DEPARTMENTAL TOTAL	1,680,500		450,000	310,000	275,500	305,000	340,000	0	450,000	450,000	
CONSERVATION COMMISSION											
Conservation Fund	7,500		7,500						7,500	DISAPPROVED	
Land Acquisition	No Estimate										

CAPITAL OUTLAY PLAN (Continued)
FISCAL YEARS 1987 - 1991

DEPARTMENT PROJECT	ESTIMATED COST	ANNUAL LEASECOST	1987 FY	1988 FY	1989 FY	1990 FY	1991 FY	LATER	FINANCE COMMITTEE RECOMMENDATIONS FISCAL YEAR 1987 COST METHOD OF FINANCING 1987 TAX RATE		BONDING
PARK & RECREATION											
Storage-Defazio	10,000			10,000							
Pave Defazio Parking Lot	20,000			20,000							
Tennis Courts - 2 - Defazio				xxxxxx							
Parking - Rosemary				xxxxxx							
Basketball Court - Defazio	4,000				4,000						
Claxton Facility Recreational	5,000				5,000						
New Departmental Car	10,000					10,000					
Tot Lot - Walker	3,000					3,000					
Upgrade Buildings at McCracken Property	10,000					10,000					
Field Complex - Landfill						xxxxxx					
Restore/Remove Cricket Building	10,000						10,000				
Rosemary Barrier Article #24	20,000		20,000								
TOTAL - LINE 18	72,000		0	30,000	9,000	23,000	10,000				
TOTAL - ARTICLE #24	20,000		20,000	0	0	0	0				
DEPARTMENTAL TOTAL	92,000		20,000	30,000	9,000	23,000	10,000	0	20,000	RECOMMENDATION DEFERRED	
BOARD OF REGISTRARS											
Handicapped Voting Booths	2,280		2,280								
Cabinet Refinish	610		610								
DEPARTMENTAL TOTAL	2,890		2,890	0	0	0	0	0	2,890	2,890	
GRAND TOTALS	11,040,388		2,124,919	3,269,134	2,018,580	1,817,680	1,779,075	31,000	2,124,919	1,513,795	390,000
									STABILIZATION FUND		46,096
									SEWER ASSESSMENT RESERVE FUND		80,000

OPERATING BUDGET RECOMMENDATIONS
FOR FISCAL YEAR ENDING JUNE 30, 1987

Submitted by the Finance Committee

GENERAL NOTE: The salary budgets shown herein do not reflect possible pay increases which may be recommended by the Personnel Board, with the exception of the hospital, fire and school departments, but do include step rate increases and longevity pay where applicable.

	EXPENDED FY 85	APPROPRIATED FY 86	REQUESTED FY 87	AMENDMENT
GENERAL GOVERNMENT (2.2% of Total)				
SELECTMEN:				
1. Salaries	127,512	130,851	134,217	
2. Telephone Charges	50,729	53,000	53,000	
3. Expenses	74,706	73,134	72,813	
4. Town Meetings	6,899	12,850	14,750	
5. Capital Outlay	17,905	16,568	15,849	
12. Street Lighting	325,336	316,000	353,846	
14 Garbage	86,904	92,000	94,996	
TOTAL	689,991	694,403	739,471	
TOWN CLERK:				
15. Salaries	46,865	52,093	52,857	
16. Expenses	2,927	3,245	3,130	
17. Travel Out of State	54	55	55	
TOTAL	49,846	55,393	56,042	
BOARD OF REGISTRARS:				
19. Salaries	28,234	34,824	33,444	
20. Expenses	13,459	10,645	19,070	
21. Tellers	15,284	5,900	15,545	
22. Capital Outlay	1,692	3,085	2,890	
TOTAL	58,669	54,454	70,949	
LEGAL:				
23. Salaries	15,850	33,853	33,853	
24. Expenses	2,611	6,000	6,000	
25. Special Fees	85,816	50,000	60,000	
TOTAL	104,277	89,853	99,853	
PERSONNEL:				
26. Salaries	46,525	51,925	53,695	
27. Expenses	7,132	26,206	9,552	
28. Capital Outlay	0		230	
TOTAL	53,657	78,131	63,477	
TOTAL: GENERAL GOVERNMENT	956,440	972,234	1,029,792	
FINANCE (14.3% of Budget Total)				
ASSESSORS:				
29. Salaries	125,226	132,678	134,735	
30. Expenses	12,123	8,575	9,280	
31. Revaluation	0	15,000	175,000	
32. Capital Outlay	1,286	2,000	0	
TOTAL	138,635	158,253	319,015	

	EXPENDED FY 85	APPROPRIATED FY 86	REQUESTED FY 87	AMENDMENT
DEPARTMENT OF FINANCE:				
7. Insurance General	232,041	332,976	450,000	
8. Insurance Group A&H	1,227,566	1,401,975	1,423,000	
9. Insurance Worker's Comp	215,002	300,000	300,000	
10. Insurance Property & Casualty	6,115	5,000	5,000	
11 Uniformed Services Medical Payments	12,848	25,000	25,000	
13 Unemployment Compensation	16,784	50,000	50,000	
33. Salaries	351,905	413,265	419,451	
34. Audit	24,500	26,000	37,000	
35. Out of State Travel			1,000	
36. Expenses	200,144	254,686	275,493	
37. Capital Outlay	38,133	7,500	11,000	
44. Maturing Bonds	255,000	255,000	514,102	
45. Interest on Bonds	104,332	139,280	145,222	
46. Interest/Temporary	29,226	35,000	10,000	
TOTAL DEPARTMENT	2,713,596	3,245,682	3,666,268	
FINANCE COMMITTEE:				
49. Salaries	6,490	6,815	6,815	
50. Expenses	940	1,000	1,000	
51. Reserve Fund	135,995	250,000	250,000	
TOTAL	143,425	257,815	257,815	
CONTRIBUTORY RETIREMENT:				
52. Salaries	23,532	26,171	27,534	
53. Contributions	1,911,281	2,347,568	1,630,553	
54. Expenses	18,591	16,345	4,215	
TOTAL	1,953,404	2,390,084	1,662,302	
NON-CONTRIBUTORY RETIREMENT:				
56. Chapter 32 Retirements	235,465	228,000	222,300	
57. Past Service Liability	395,000	0	0	
TOTAL	630,465	228,000	222,300	
TOTAL: FINANCIAL	5,579,525	6,279,834	6,127,700	
EDUCATION (36.8% of Budget Total)				
58. Salaries	12,727,315	13,457,793	13,749,095	
59. Administration	148,214	73,385	74,455	
60. Instruction	714,354	755,902	807,169	
61. Other School Services	74,719	80,050	82,160	
62. Cafeteria	0	0		
63. Transportation	345,472	399,000	408,300	
64. Operation and Maintenance of Plant	998,403	1,148,020	1,093,940	
65. Community Service	0	72,320	72,320	
66. Fixed Assets			0	
67. Tuitions	457,728	478,022	578,501	
68. Travel Out of State	2,400	2,000	3,000	
71. Capital Outlay	301,654	250,000	450,000	
72. Vocational Education	261,817	288,000	341,046	
TOTAL	16,032,076	17,004,492	17,659,986	

	EXPENDED FY 85	APPROPRIATED FY 86	REQUESTED FY 87	AMENDMENT
PUBLIC SAFETY (11.1% of Budget Total)				
POLICE:				
73. Salaries - regular	1,454,252	1,585,497	1,562,203	
74. Salaries - overtime	199,106	205,541	214,204	
75. Education and Career Incentive	9,350	10,375	9,725	
76. Inservice Training	23,577	39,123	39,123	
77. Capital Outlay	65,036	61,525	65,525	
78. Travel Out of State	319	500	500	
79. Auto Maintenance	20,179	25,030	22,200	
80. Building Maintenance	23,306	23,900	24,900	
81. Communications	25,261	28,530	29,123	
82. Operating Expenses	76,355	102,780	100,063	
84. Uniforms	23,166	28,735	25,258	
85. Crime Check Committee		250	250	
86. Animal Control	589	1,646	1,646	
87. F.B.I. Academy				
TOTAL	1,920,496	2,113,432	2,094,720	
FIRE:				
88. Salaries - regular	1,786,977	1,799,724	2,145,505	
89. Salaries - overtime	438,137	275,000	445,000	
90. Education and Career Incentive	17,796	20,825	21,425	
91. Inservice Training	46,222	45,552	66,520	
92. Capital Outlay	3,645	50,800	215,390	
93. Travel Out of State	500	500	500	
94. Building Maintenance	40,206	45,556	43,856	
95. Equipment and Supplies	50,036	31,228	38,785	
96. Service Expenses	19,935	26,204	24,605	
97. Equipment Maintenance	28,046	31,340	39,215	
139. Leased Equipment	46,096	46,096	46,096	
TOTAL	2,477,596	2,372,825	3,086,897	
CIVIL DEFENSE:				
98. Salaries	1,500	1,500	2,000	
99. Expenses	12,970	14,587	16,544	
100. Capital Outlay	1,377	0	1,500	
TOTAL	15,847	16,087	20,044	
BUILDING:				
101. Salaries	84,347	83,645	87,981	
102. Expenses	2,210	2,410	2,800	
103. Capital Outlay			100	
TOTAL	86,557	86,055	90,881	
SEALER OF WEIGHTS & MEASURES:				
104. Salaries	5,437	5,709	5,709	
105. Expenses	1,300	1,515	1,670	
TOTAL	6,737	7,224	7,379	
TOTAL: PUBLIC SAFETY	4,507,233	4,595,623	5,299,921	

	EXPENDED FY 85	APPROPRIATED FY 86	REQUESTED FY 87	AMENDMENT
PUBLIC FACILITIES (8.5% of Budget Total)				
DEPARTMENT OF PUBLIC WORKS:				
Administration:				
106. Salaries	112,784	119,137	120,336	
107. Expenses	8,045	9,651	8,015	
108. Travel Out of State	731	1,000	1,000	
TOTAL	121,560	129,788	129,351	
Engineering:				
109. Salaries	181,671	197,702	200,218	
110. Expenses	4,012	3,810	3,725	
TOTAL	185,683	201,512	203,943	
Garage:				
111. Salaries	113,999	132,698	126,783	
112. Expenses	101,043	100,327	100,377	
113. Equipment Replacement	111,300	165,101	250,501	
TOTAL	326,342	398,126	477,661	
Highway:				
114. Salaries	436,274	473,944	476,459	
115. Salaries - Parking Meter Fund	21,464	21,500	31,500	
116. Expenses	373,856	399,274	380,982	
TOTAL	831,594	894,718	888,941	
Park Division:				
117. Salaries	313,774	343,025	333,724	
118. Expenses	100,247	111,505	117,805	
TOTAL	414,021	454,530	451,529	
Sewer:				
120. Salaries	322,510	344,609	347,169	
121. Expenses	88,668	97,810	106,830	
122. House Connections	8,500	8,500	0	
180. Metro Water Charge	0	427,637	907,000	
TOTAL	419,678	878,556	1,360,999	
Emergency:				
123. Salaries - Overtime	41,930	50,000	50,000	
124. Expenses	74,446	70,000	70,000	
TOTAL	116,376	120,000	120,000	
Water:				
125. Salaries	317,927	349,122	347,884	
126. Expenses	274,042	268,050	274,710	
127. Main Extensions/New Services	18,873	20,000	20,000	
181. Metro Water Charge	0	105,176	63,358	
TOTAL	610,842	742,348	705,952	
TOTAL: PUBLIC WORKS	3,026,096	3,819,578	4,338,376	

	EXPENDED FY 85	APPROPRIATED FY 86	REQUESTED FY 87	AMENDMENT
MINI-BUS:				
128. Salaries	5,973	6,272	6,272	
129. Expenses	986	1,500	1,500	
130. Bus Contract	30,763	36,460	36,460	
TOTAL	37,722	44,232	44,232	
TOTAL: PUBLIC FACILITIES	3,063,818	3,863,810	4,382,608	
HUMAN SERVICES: (25.27% of Budget Total)				
HOSPITAL:				
131. Salaries	7,286,579	7,344,110	7,194,000	
132. Expenses	4,181,568	4,153,000	3,747,000	
133. Capital Outlay	486,524	470,000	574,000	
134. Travel Out of State	1,110	3,000	3,000	
177. Telephone Lease		36,600	37,000	
TOTAL	11,955,781	12,006,710	11,555,000	
BOARD OF HEALTH:				
135. Salaries	112,815	122,882	125,923	
136. Capital Outlay	7,374	0		
137. Travel Out of State	300	300	500	
138. Expenses	11,217	39,650	36,125	
141. Mental Health	56,757	66,888	72,254	
142. Mental Retardation	9,282	9,746	9,746	
TOTAL	197,745	239,466	244,548	
VETERANS' SERVICES:				
145. Salaries	17,390	18,765	22,688	
146. Expenses and Transportation	993	1,000	1,000	
147. Benefits	32,623	50,000	43,500	
TOTAL	51,006	69,765	67,188	
YOUTH COMMISSION:				
148. Salaries	88,717	95,475	96,601	
149. Expenses	4,069	4,575	4,925	
143. Capital Outlay	1,086	0	0	
TOTAL	93,872	100,050	101,526	
COUNCIL ON AGING:				
150. Salaries	42,176	54,261	58,241	
151. Expenses	3,360	11,148	14,861	
178. Capital Outlay		4,870	3,000	
TOTAL	45,536	70,279	76,102	
TOTAL: HUMAN SERVICES	12,343,940	12,486,270	12,044,364	
DEVELOPMENT (0.1% of Budget Total)				
PLANNING BOARD:				
152. Salaries	40,167	47,250	43,843	
153. Expenses	5,029	4,000	4,700	
154. Capital Outlay			500	
TOTAL	45,196	51,250	49,043	

	EXPENDED FY 85	APPROPRIATED FY 86	REQUESTED FY 87	AMENDMENT
CONSERVATION COMMISSION:				
156. Salaries				
155. Conservation Fund				
157. Expenses	1,569	2,500	2,500	
TOTAL	1,569	2,500	2,500	
BOARD OF APPEALS:				
158. Salaries	3,358	3,628	4,000	
159. Expenses	3,878	3,000	4,250	
144. Capital Outlay	798			
TOTAL	8,034	6,628	8,250	
HISTORICAL COMMISSION:				
160. Expenses	281	435	500	
TOTAL: DEVELOPMENT	55,080	60,813	60,293	
CULTURAL/LEISURE SERVICES (1.9% of Budget Total)				
LIBRARY:				
161. Salaries	378,206	408,041	409,410	
162. Bindings	418	800	800	
163. Books	91,488	95,500	102,625	
164. Building Maintenance	48,332	43,200	43,700	
165. Expenses	22,856	27,800	42,800	
166. Capital Outlay	3,004	7,350	13,640	
TOTAL	544,304	582,691	612,975	
PARK AND RECREATION:				
172. Salaries	169,691	186,408	191,744	
173. Expenses	62,401	62,860	72,425	
174. Engineering Services				
18. Capital Outlay		16,000		
TOTAL	232,092	265,268	264,169	
MEMORIAL PARK:				
175. Expenses	466	470	470	
176. Capital Outlay			2,528	
TOTAL	466	470	2,998	
TOTAL: CULTURAL/LEISURE SERVICES	776,862	848,429	880,142	
GRAND TOTAL	43,314,974	46,111,505	47,484,805	

WARRANT ARTICLE INDEX

Article	Page	Descriptive Title	Inserted By	Cost
1	14	Annual Town Election	Town Clerk	N/A
2	14	Committee/Officer Reports	Board of Selectmen	N/A
3	14	Borrowing Authorization	Board of Selectmen	N/A
4	14	Dog Fund Receipts	Board of Selectmen	1,277.88
5	15	Town Assumption of Dog Licensing Responsibility	Board of Selectmen	N/A
6	15	Dog Regulation Amendments	Board of Selectmen	N/A
7	15	Elected Officials' Salaries	Personnel Board	N/A
8	15	New Job Classifications	Personnel Board	N/A
9	15	Accelerated Step Rate Hirings	Personnel Board	N/A
10	16	Classification and Standard Rates	Personnel Board	xxx
11	16	Leases with Options to Purchase New Equipment	Board of Selectmen	xxx
12	16	Adoption of a Hotel Room Tax	Board of Selectmen	N/A
13	16	Operating Budget	Board of Selectmen	$47,484,805.00
14	16	Authorization to Expend State and County Funds	Board of Selectmen	N/A
15	16	Street Acceptance	Board of Selectmen	N/A
16	16	West Street/Highland Avenue Force Main	Board of Selectmen	$25,000.00
17	16	Kendrick Street Sewer Pumping Station	Board of Selectmen	$10,000.00
18	17	Sewer Main Construction	Board of Selectmen	$80,000.00
19	17	Storm Drainage Improvements	Board of Selectmen	$10,000.00
20	17	Water Main Rehabilitation	Board of Selectmen	$150,000.00
21	17	Pollard School Emergency Power	Board of Selectmen	$40,000.00
22	17	Continue Solid Waste Disposal Study Committee	Solid Waste Disposal Study Committee	N/A
23	17	Sanitary Landfill Closing	Board of Selectmen	$50,000.00
24	17	Stone Wall Renovation at Rosemary Pool Complex	Park and Recreation Commission	$20,000.00
25	17	Completion of Memorial Park Maintenance Building	Trustees of Memorial Park	$25,000.00
26	17	False Alarm Penalties	Board of Selectmen	N/A
27	18	Establish Permits and Fees for Storage of Waste Oil	Board of Selectmen	N/A
28	18	Zoning Amendment - Build Factor	Planning Board	Zoning
29	18	Zoning Amendment - Lot Width	Planning Board	Zoning
30	18	Zoning Amendment - Side and Rear Setbacks	Planning Board	Zoning
31	18	Zoning Amendment - Two-Story Height Limitation	Planning Board	Zoning
32	19	Zoning Amendment - Elimination of Bonus Coverage	Planning Board	Zoning
33	19	Zoning Amendment - Floor Area Ratio	Planning Board	Zoning
34	19	Zoning Amendment - Calculation of Density	Planning Board	Zoning
35	19	Zoning Amendment - Off-Street Parking Regulations	Planning Board	Zoning
36	22	Zoning Amendment - Plot Plans	Planning Board	Zoning
37	22	Zoning Amendment - Definition of Basement	Planning Board	Zoning
38	22	Zoning Amendment - Technical Word Change	Planning Board	Zoning
39	22	Zoning Amendment - Traffic Study of Chestnut Street, Including a Moratorium on Construction - Related Activities	Citizen Petition	Unspecified Amount Requested
40	22	Resolution in Opposition to Construction of Shopping Complex on Chestnut Street	Citizen Petition	N/A
41	22	By-Law Revision	Council on Aging	N/A
42	23	Continue Future School Needs Committee	Future School Needs Committee	N/A
43	23	Lease of Newman School Facility	School Committee	N/A
44	23	Communications Center Study Committee Continuation	Communications Center Study Committee	N/A
45	23	Police Station Renovation and Expansion	Board of Selectmen	$500,000.00
46	23	Handicapped Parking Spaces	Board of Selectmen	N/A
47	24	Transfer of Free Cash	Finance Committee	xxx
48	24	Omnibus Article	Board of Selectmen	N/A

Note: xxx depicts undetermined costs at time of printing
N/A = Not Applicable

WARRANT FOR THE ANNUAL TOWN MEETING
Monday, April 14, 1986
TOWN OF NEEDHAM
COMMONWEALTH OF MASSACHUSETTS

Norfolk, ss.

To either of the constables in the Town of Needham in said County. Greeting:

In the name of the Commonwealth of Massachusetts you are hereby required to notify and warn the Inhabitants of the Town of Needham qualified to vote in elections and in Town Affairs to meet in their respective voting places in said town namely:

Precinct A--Hillside School
Precinct B--Hillside School
Precinct C--Newman Middle School
Precinct D--High Rock School
Precinct E--Pollard Middle School
Precinct F--Stephen Palmer Community Room
Precinct G--Broadmeadow School
Precinct H--Broadmeadow School
Precinct I--Mitchell School--Gymnasium
Precinct J--Mitchell School--Gymnasium

on MONDAY, THE FOURTEENTH DAY OF APRIL, 1986.

from forty-five minutes after six o'clock in the forenoon, until eight o'clock in the afternoon, then and there to act upon the following articles, viz:

ARTICLE 1: ANNUAL TOWN ELECTION
To choose by ballot the following Town Officers:

One Moderator for One Year;
One Selectman for Three Years;
One Town Clerk for Three Years;
One Assessor for Three Years;
Three Members of School Committee for Three Years;
Two Trustees of Memorial Park for Three Years;
Two Trustees of Needham Public Library for Three Years;
One Member of Board of Health for Three Years;
One Member of Planning Board for Five Years;
One Member of Planning Board for Three Years;
One Member of Needham Housing Authority for Five Years;
One Commssioner of Trust Funds for Three Years;
Two Members of Park and Recreation Commission for Three Years;
One Member of Park and Recreation Commission for One Year;
Five Town Meeting Members from Precinct A for Three Years;
One Town Meeting Member from Precinct A for Two Year;
One Town Meeting Member from Precinct A for One Year;
Ten Town Meeting Members from Precinct B for Three Years;
Two Town Meeting Members from Precinct B for One Year;
Thirteen Town Meeting Members from Precinct C for Three Years;
One Town Meeting Member from Precinct C for Two Years;
Thirteen Town Meeting Members from Precinct D for Three Years;
Ten Town Meeting Members from Precinct E for Three Years;
One Town Meeting Member from Precinct E for One Year;
Six Town Meeting Members from Precinct F for Three Years;
One Town Meeting Member from Precinct F for One Year;
Seven Town Meeting Members from Precinct G for Three Years;
One Town Meeting Member from Precinct G for Two Years;
Nine Town Meeting Members from Precinct H for Three Years;
Seven Town Meeting Members from Precinct I for Three Years;
One Town Meeting Member from Precinct I for Two Years;
Nine Town Meeting Members from Precinct J for Three Years;

AND at the Newman Middle School in said Town on MONDAY, THE FIFTH DAY OF MAY, 1986 at 7:30 P.M.

ARTICLE 2: COMMITTEE/OFFICER REPORTS
To hear and act on the reports of Town Officers and Committees.

INSERTED BY: Board of Selectmen

ARTICLE 3: BORROWING AUTHORIZATION
To see if the Town will vote to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money, from time to time in anticipation of the revenue of the financial year beginning July 1, 1986 in accordance with the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within a year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: This Article be adopted.

ARTICLE 4: DOG FUND RECEIPTS
To see what disposition the Town will make of monies received pursuant to General Laws, Chapter 140, Section 172 as the Town's share of the unexpended balance of the Dog Fund; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: This Article be adopted.

ARTICLE 5 TOWN ASSUMPTION OF DOG LICENSING AUTHORITY

To see if the Town will vote to accept the provisions of Chapter 308 of the Acts of 1985; or take any other action relative thereto.

Summary:

Chapter 308 of the Acts of 1985 amends General Laws, Chapter 140, by adding Section 147A, which provides that if a Town accepts the Act, the Town is empowered to enact by-laws and ordinances relative to the regulation of dogs which are not inconsistent with Chapter 147, as it relates to a) the turning over or sale of animals to any business or institution, registered as a research facility or animal dealer, b) the minimum confinement period of dogs, c) or the methods of execution of the dogs.

All functions relating to the regulation of dogs which have been performed by the County of Norfolk will no longer be done by the County but by the Town.

The Town will no longer be a member of the County Dog Fund. All costs and expenses relating to the regulation of dogs will not be paid out of the County Dog Fund.

The Town may establish fees for licensing, fines and penalties.

Licensing fees and fines shall be paid into the Town Treasury to be used by the Town, for any purposes, including the regulating of dogs.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation deferred.

ARTICLE 6: DOG REGULATIONS

To see if the Town will vote to amend the General By-Laws of the Town of Needham, Article XIV Dog Regulations as follows:

By adding to the end of Section 1 the following sentence, "No person shall permit a dog owned or kept by him on any property under the control of the School Committee except with the permission of the School Committee, or on any property used as Town park, playground or recreation area without the permission of the Park and Recreation Commission".

And by amending Section 3 by deleting it in its entirety and inserting a new Section 3 as follows:

"The Animal Control Officer is hereby authorized to seek a complaint against the owner or keeper of a dog who is found to have violated the provisions of Section 1 or 2 of this Article, for which the following penalties shall be imposed:

1. First offense - $25.00
2. Second and each subsequent offense - $50.00"

And by Amending Section 4 by deleting the words "Section 1 and 2" and inserting in place thereof the words "Section 1 or 2".

And by amending Section 6 by deleting the words "fine of $25." the two times they appear and inserting in place thereof the words "fine of $50."; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation deferred.

ARTICLE 7: ELECTED OFFICIALS' SALARIES

To see if the Town will vote to fix the compensation of the following elected officers of the Town as of July 1, 1986 as required by the General Laws, Chapter 41, Section 108, and as recommended by the Personnel Board, and subject to the longevity provisions of paragraph (j) Section 20 of the Consolidated Personnel By-Laws as follows:

NOTE: The following are the rates presently being paid. Any revisions, to these rates will be provided to Town Meeting Members as early as possible before May 5, 1986.

Assessor, Chairman	$ 1,800.
Assessor, others	1,500.
Selectman, Chairman	1,800.
Selectmen, others	1,500.
Town Clerk	30,383.

or to take any other action relative thereto.

INSERTED BY: Personnel Board
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred.

ARTICLE 8: NEW JOB CLASSIFICATIONS

To see if the Town will vote to ratify, confirm and approve the action of the Personnel Board authorized by Section 15 of the Consolidated Personnel By-Law in establishing new classifications and the compensation therefor, said action taken by the Personnel Board occurred since the 1985 Annual Town Meeting; or take any other action relative thereto.

INSERTED BY: Personnel Board
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred.

ARTICLE 9: ACCELERATED STEP RATE HIRINGS

To see if the Town will vote to ratify, confirm and approve the action of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-Law approving the employment of certain municipal employees at a step rate greater than the minimum rate established for the prospective positions involved, said action taken by the Personnel Board occurred since the 1985 Annual Town Meeting; or take any other action relative thereto.

INSERTED BY: Personnel Board
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred.

ARTICLE 10: CLASSIFICATION & STANDARD RATES

To see if the Town will vote to amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof in its entirety and by substituting therefore a new Classification and Standard Rates of Compensation of the Paid Appointive Service.

NOTE: Any revisions to Section 17 will be provided to Town Meeting Members as early as possible before May 5, 1986.

SECTION 17: CLASSIFICATION and STANDARD RATES OF COMPENSATION of the PAID APPOINTIVE SERVICE. Except as otherwise required by State Law, the classes of positions in this Paid Appointive Service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the Standard Rates of Compensation thereof effective July 1, 1986, and the compensation of positions classified by the Director of Civil Service effective July 1, 1986 may be found in the Consolidated Personnel By-Law, as amended, which is incorporated herein by reference.

INSERTED BY: Personnel Board
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred.

ARTICLE 11: LEASES WITH OPTIONS TO PURCHASE NEW EQUIPMENT

To see if the Town will vote to approve and to raise and appropriate a sum of money for the lease with an option to purchase the following new equipment for various departments; determine how such sum shall be raised and how expended; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation deferred.

ARTICLE 12: ADOPTION OF A HOTEL ROOM TAX

To see if the Town will vote to accept the provisions of Section 6 of Chapter 145 of the Acts of 1985; or take any other action relative thereto.

Summary:

Section 6 of Chapter 145 of the Acts of 1985, creates a new Section 3A in Chapter 64G of the General Laws. This Section 3A of Chapter 64G provides in part that any town which accepts the provisions of this section shall be authorized to impose a local tax upon the transfer of occupancy rooms in a hotel, lodging house, or motel, located within the town. The tax may be up to 4% of the total amount of rent for the occupany, providing the room charge exceeds $15 per day and is not exempt under General Laws Chapter 64G, Section 2. The operator of the facility shall collect the tax and pay it directly to the State Commissioner of Revenue, and all sums received by the Commissioner shall be semi-annually distributed to each city and town that has adopted the provisions of this section in proportion to the amount of such sums received.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: This Article be adopted.

ARTICLE 13: OPERATING BUDGET

To see what sums of money the Town will vote to raise and appropriate for the necessary Town charges and expenses.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: The amounts appropriated be as recommended in the "Operating Budget Recommendations". (See Page 7).

ARTICLE 14: AUTHORIZATION TO EXPEND STATE AND COUNTY FUNDS

To see if the Town will vote to authorize the Board of Selectmen to accept and enter into contracts for the expenditure of any funds allotted to or to be allotted by the Commonwealth and/or County for the construction, reconstruction and improvement of Town roads; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: This Article be adopted.

ARTICLE 15: STREET ACCEPTANCE

To see if the Town will vote to accept the following streets or portions thereof, constructed by developers under the requirements of the Subdivision Control Law and as laid out by the Board of Selectmen according to plans on file with the Town Clerk:

CASTLE PLACE	From the easterly side of Glen Gary Road as accepted in 1960 - easterly to the Westerly end of McCulloch Street as accepted in 1969 - a distance of 193 feet;
HASENFUS CIRCLE	From the 1986 acceptance of Castle Place to 395 feet northerly;

including the taking or acceptance of easements as shown on said plans; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: This Article be adopted.

ARTICLE 16: WEST STREET/HIGHLAND AVENUE SEWER FORCE MAIN

To see if the Town will vote to raise and appropriate the sum of $25,000. to modify and replace existing piping on West Street and Highland Avenue; determine how such sum shall be raised and how expended; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: This Article be adopted.

ARTICLE 17 KENDRICK STREET SEWER PUMPING STATION

To see if the Town will vote to raise and appropriate the sum of $10,000. for consultant service to recommend the upgarding and replacement of pumping equipment at the Kendrick Street Sewer Pumping

station; determine how such sum shall be raised and how expended; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: This Article be adopted.

ARTICLE 18: SEWER CONSTRUCTION (PETITION)

To see if the Town will vote to raise and appropriate the sum of $80,000. for sewer main construction in certain streets and ways as petitioned for by abutters under the provisions of law authorizing the assessment of betterments, where applicable, and for various intercepting sewers in public ways and private lands; determine how said sum shall be raised and how expended; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: This Article be adopted.

ARTICLE 19: STORM DRAINAGE IMPROVEMENTS

To see if the Town will vote to raise and appropriate the sum of $10,000. for construction of storm water drains in public ways and through easements on private property, as proposed by the Public Works Department; determine how such sum shall be raised and how expended; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: This Article be adopted.

ARTICLE 20: WATER MAIN REHABILITATION

To see if the Town will vote to raise and appropriate the sum of $150,000. for replacing water mains for the rehabilitation and improvement of the system; determine how such sum shall be raised and how expended; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: This Article be adopted.

ARTICLE 21: POLLARD SCHOOL EMERGENCY POWER

To see if the Town will vote to raise and appropriate a sum of money to furnish and install power generating equipment at the Pollard Middle School to establish that location as the Town's primary emergency shelter facility; determine how such sum shall be raised and how expended; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation deferred.

ARTICLE 22: CONTINUE SOLID WASTE DISPOSAL STUDY COMMITTEE

To see if the Town will vote to continue the Solid Waste Disposal Study Committee, established by vote of the 1966 Annual Town Meeting under Article 73 and last continued by vote under Article 41 of the 1985 Annual Town Meeting; direct and authorize said Committee to continue to investigate all methods of collection and disposal of solid waste; said Committee to report to the Capital Budget Sub-Committee and to the next Annual Town Meeting or sooner; or take any other action relative thereto.

INSERTED BY: Solid Waste Disposal Study Committee
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred.

ARTICLE 23 SANITARY LANDFILL CLOSING

To see if the Town will vote to raise and appropriate the sum of $50,000. to apply the final cover to a portion of the Sanitary Landfill in accordance with State Regulations; determine how such sum shall be raised and how expended; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: This Article be adopted.

ARTICLE 24: APPROPRIATION FOR STONEWALL RENOVATION AT ROSEMARY POOL COMPLEX

To see if the Town will vote to raise and appropriate $20,000. to renovate the stone wall at Rosemary Pool Complex on Rosemary Street. Said sum to be expended by the Park and Recreation Commission and the Parks Division of the Department of Public Works; or take any other action relative thereto.

INSERTED BY: The Parks and Recreation Commission
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred.

ARTICLE 25: COMPLETION OF MEMORIAL PARK MAINTENANCE BUILDING

To see if the Town will vote to raise and appropriate the sum of $25,000. to be added to monies ($30,000.) voted under Article 33 of the Annual Town Meeting of 1984 for the construction and repair of the Roof on the Memorial Park Building; said sum to be expended under the direction of the Memorial Park Trustees, with the Needham Public Works Department acting as Clerk of the Works; or take any other action relative thereto.

INSERTED BY: Memorial Park Trustees
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation deferred.

ARTICLE 26: FALSE ALARM PENALTIES

To see if the Town will vote to amend the General By-Laws of the Town of Needham, Article IV, Police Regulations, Section 25, Penalties for Improper Use

of Fire Alarm Systems, Subsection C, Penalties, Paragraph 1, by deleting the words "twenty-five (25) dollars" and inserting in place thereof the following words "one hundred (100) dollars"; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: No Recommendation.

ARTICLE 27: ESTABLISH PERMITS AND FEES FOR STORAGE OF WASTE OIL

To see if the Town will vote to amend its General By-Laws Article XVII Fee and Registration Schedule Applicable to Flammable Licenses Registration and Permits.

Permits for the Storage of Flammables Issued by the Fire Chief, by adding a new line as follows:
"Waste Oil $10.00"

or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: No Recommendation.

ARTICLE 28: ZONING AMENDMENT - BUILD FACTOR

To see if the Town will vote to amend the Zoning By-law by adding the following new paragraph at the end of Section 4.2.1. Table of Regulations:

"In order to limit the degree to which a lot may have an irregular shape, the following build factor formula shall be used:

$$\frac{\text{Lot Perimeter Squared}}{\text{Actual Lot Area}} \text{ Divided By } \frac{\text{Actual Lot Area}}{\text{Required Lot Area}}$$

Lots recorded or endorsed after August 22, 1985 shall be subject to a maximum Build Factor of 20 in Single Residence B and General Residence Districts and 30 in Single Residence A and Institutional Districts. Lots recorded or endorsed prior to August 22, 1985 may not be modified such that the Build Factor of the modified lot exceeds 20 in SRB and General Residence Districts or 30 in SRA and Institutional Districts"; or take any other action relative thereto.

INSERTED BY: Planning Board
FINANCE COMMITTEE RECOMMENDS THAT: No Recommendation.

ARTICLE 29: ZONING AMENDMENT - LOT WIDTH

To see if the Town will vote to amend the Zoning By-law by deleting Section 4.1.5. Minimum Required Lot Width in its entirety and by substituting in its place the following new Section 4.1.5.:

"Minimum Required Lot Width
Building lots in all zoning districts recorded or endorsed after January 9, 1986 shall be required to have a minimum lot width for a distance that extends from the front lot line throughout the building or structure not less than the applicable minimum frontage for the district in which said lot is located, as specified in Sections 4.2.1., 4.3.1., 4.4.1., and 4.5.1; except, however, in the Single Residence A District such minimum required lot width shall be at least 120 feet; or take any other action relative thereto.

INSERTED BY: Planning Board
FINANCE COMMITTEE RECOMMENDS THAT: No Recommendation

ARTICLE 30: ZONING AMENDMENT - SIDE AND REAR SETBACKS

To see if the Town will vote to amend the Zoning By-law as follows:

(a) by deleting the entire first paragraph of Section 4.2.3. Minimum Side and Rear Line Setbacks and by changing the name of said Section to "Minimum Side and Rear Line Setbacks: Accessory Structures";

(b) by adding the following to Section 4.2.1. Table of Regulations:

	"Minimum Side Setback* (feet)	Minimum Rear Setback* (feet)
Single Residence A	25	15
Single Residence B	20	10
General Residence	20	10
Institutional	25	15

*Buildings and structures on lots created by deed or plan, endorsed or recorded before January 9, 1986, shall have a minimum side or rear line setback of 15 feet in the SRA and Institutional Districts and 10 feet in the SRB and General Residence Districts, respectively."

(c) by deleting the words, "in any district", wherever they occur in Section 4.6.3 and by adding language in their place as described below, such that the section shall read as follows (new language underlined):

"4.6.3. Minimum Side Line Setbacks for a Dwelling or Institutional Building in Certain Districts

No part of any single or two-family dwelling or institutional building hereafter erected in an Apartment, Business, Industrial or Industrial Park District on a lot having a frontage of one hundred (100) feet or more shall be placed or constructed within fifteen (15) feet of the side lines of said lot. No part of any such dwelling or institutional building hereafter erected in an Apartment, Business, Industrial or Industrial Park District on a lot having a frontage of less than one hundred (100) feet shall be placed or constructed within ten (10) feet of the side lines of said lot"; or take any other action relative thereto.

INSERTED BY: Planning Board
FINANCE COMMITTEE RECOMMENDS THAT: No Recommendation.

ARTICLE 31: ZONING AMENDMENT - TWO-STORY HEIGHT LIMITATION

To see if the Town will vote to amend the Zoning By-law Section 4.4. Dimensional Requirements for

siness Districts, by adding to existing Subsection 4.3. Height Limitation, such that it shall read as llows (new language underlined):

"The limit of height of a building or structure shall be three (3) stories not to exceed forty (40) feet, provided that in no event shall any building contain more than three floors used for occupancy; except, however that no building or structure which is located on property any portion of which lies within 500 feet of Town Hall property (Lots 1 and 81 on Assessors Plan No. 51) shall exceed two (2) stories, including ground level covered or enclosed parking, nor shall the same exceed a total of 30 feet."

take any other action relative thereto.

SERTED BY: Planning Board
NANCE COMMITTEE RECOMMENDS THAT: No Recommendation.

TICLE 32: ZONING AMENDMENT - ELIMINATION OF BONUS COVERAGE

To see if the Town will vote to amend the Zoning -law, Section 4.4. Dimensional Requirements for siness Districts, by deleting all references to nicipal Parking Lot and Table II in Subsection 4.2. Maximum Lot Coverage, including the footnote the end of the table, and by deleting Table II in s entirety, such that the existing first paragraph that Subsection shall read as follows:

"No building or structure shall be constructed, reconstructed, extended, enlarged or arranged so that it covers more than the total area as specified in Table I. No lot or building or structure thereon shall be changed in size as to violate these provisions."

take any other action relative thereto.

SERTED BY: Planning Board
NANCE COMMITTEE RECOMMENDS THAT: No Recommendation.

RTICLE 33: ZONING AMENDMENT - FLOOR AREA RATIO

To see if the Town will vote to amend the Zoning -law, Section 4.4. Dimensional Requirements for siness Districts. by adding to existing Subsection .4.2. Maximum Lot Coverage, a new second paragraph at shall read as follows:

"Buildings and structures which are located on property any portion of which lies within 500 feet of Town Hall property (Lots 1 and 81 on Assessors Plan No. 51) are not limited to the maximum lot coverage requirements of this Subsection 4.4.1. as specified in Table I, but shall have a maximum floor area ratio of 1.0. For purposes of this paragraph, floor area ratio shall mean the total area of the footprint of a building or structure, multiplied by the number of stories and divided by the total lot area."

r take any other action relative thereto.

NSERTED BY: Planning Board
INANCE COMMITTEE RECOMMENDS THAT: No Recommendation.

ARTICLE 34: ZONING AMENDMENT - CALCULATION OF DENSITY

To see if the Town will vote to amend the Zoning By-law, Section 4.3. Dimensional Regulations for Apartment Districts, Subsection 4.3.1. Table of Regulations, by adding the following footnote under "Maximum Dwelling Units (per Acre)**":

"**The total area used in calculating density shall exclude 100% of all water bodies; 70% of land located in a Flood Plain District, and 70% of land subject to M.G.L., Ch. 131, S. 40 and S. 40A, and to federal flood storage restrictions included within the Charles River Valley Storage Project."

or take any other action relative thereto.

INSERTED BY: Planning Board
FINANCE COMMITTEE RECOMMENDS THAT: No Recommendation.

ARTICLE 35: ZONING AMENDMENT - OFF-STREET PARKING REGULATIONS

To see if the Town will vote to amend the Zoning By-law, Section 5.1. Off-Street Parking Requirements, as follows:

(a) in Subsection 5.1.1. Applicability, by changing the existing language "...in accordance with Section 5.1.2...." to read "..."in accordance with Sections 5.1.2. and 5.1.3...." in the three following places:

(i) The ninth line of subsection 5.1.1.1. General Provisions;

(ii) the fourth line of subsection 5.1.1.2. Alterations and Additions; and

(iii) the fourth line of subsection 5.1.1.3. Mixed Uses.

(b) in Subsection 5.1.1.2. Alterations and Additions, by adding language to the first part of the first sentence so that that part shall read as follows (new language underlined):

"In the event a structure is altered with or without a change in use to increase the floor area by 100 square feet or more,...".

(c) by deleting the existing Subsection 5.1.1.5. Waiver, and by substituting in its place the following new Subsection:

"5.1.1.5. Special Permit

The Board of Appeals may grant a special permit to waive strict adherence to the requirements of Section 5.1.2. and/or 5.1.3. where it can be demonstrated by an applicant with a parking plan prepared and reviewed in accordance with the provisions of Section 5.1.3. that a particular use, structure or lot, owing to special circumstances, does not warrant the number of parking spaces required by Section 5.1.2. and/or the application of certain design requirements contained in Section 5.1.3.

Such a special permit waiving adherence to the minimum number of required parking spaces may be granted only after it is demonstrated by an applicant that either:

(i) special circumstances in a particular use of structure does not warrant the minimum number of spaces required under Section 5.1.2.; or

(ii) the extent of existing building coverage on a particular lot is such that in laying out parking spaces in accordance with the design requirements of Subsection 5.1.3., the requirement for minimum number of spaces under Section 5.1.2. cannot be met.

Except in unique circumstances, special permits waiving strict adherence to the application of parking design requirements shall not be granted for Subsections 5.1.3. c) Handicapped Parking, e) Compact Cars, f) Parking Space Size and i) Width of Maneuvering Aisle.

In reviewing a request for a special permit under this Section 5.1.1.5., the Board of Appeals shall consider the following:

a) The issuance of a special permit will not be detrimental to the Town or to the general character and visual appearance of the surrounding neighborhood and abutting uses, and is consistent with the intent of this Zoning By-law;

b) In the case of waiving strict adherence to the requirements of Section 5.1.2. under subparagraph (i) above, the special permit shall define the conditions of the use of structure so as to preclude changes that would alter the special circumstances contributing to the reduced parking need or demand;

c) Provisions to demonstrate the ability to provide for additional parking consistent with Section 5.1.2. and/or parking designed in accordance with the particular requirements of Section 5.1.3.; and

d) The granting of a special permit under this Section shall not exempt a structure, use or lot from future compliance with the provisions of Sections 5.1.2. and/or 5.1.3."

(d) by adding the following language to the first paragraph of Subsection 5.1.3. Parking Plan and Design Requirements, such that the Subsection shall read as follows (new language underlined):

"All parking areas shall be shown on a plan prepared by a Massachusetts Registered Architect, Landscape Architect, Professional Civil Engineer or Land Surveyor and indicating the layout of the parking area including access, setbacks, dimensions of typical spaces, location of trees and other landscaped areas, any proposed lighting, and provisions for surface drainage. Such pla shall be reviewed by the Town Engineer pric to the issuance of a special permit building permit and shall conform to th following design requirements."

(e) in Subsection 5.1.3. b) Loading Requirements, b deleting the word "net" in the context of "ne floor area" in the first sentence, so that tha part of the sentence shall read:

"... for all building additions greater tha 100 square feet of floor area."

(f) by deleting existing subsection 5.1.3. d) Landscaping in its entirety;

(g) by changing the designation of existing subsect ion 5.1.3. e) Driveway Openings from e) to d Driveway Openings; and further, by adding th following underlined language to the las sentence of the newly designated subsectio 5.1.3. d) Driveway Openings:

"See Sections 4.4.5. and 4.5.6. for Drivewa Opening Regulations in Business, Industria and Industrial Park Districts."

(h) by changing the designation of existing subsec tion 5.1.3. f) Compact Cars from f) to e) Com pact Cars;

(i) by changing the designation of existing subsec tion 5.1.3. g) Parking Space Size from g) to f Parking Space Size; and further, by changing th minimum length of a parking space from 20 fee to 18-1/2 feet and by adding the followin language to newly designated subsection f Parking Space Size, such that it shall read a follows (new language underlined):

"f) Parking Space Size - Each parking spac except for the allowable percentage fo compact cars, shall measure at least 9 feet i width and 18-1/2 feet in length; however parallel parking spaces shall be at least 2 feet in length."

(j) by inserting new subsections g) Bumper Overhang h) Parking Space Layout, i) Width of Maneuverin Aisle, j) Parking Setbacks, k) Landscaped Area and l) Trees under 5.1.3., as follows:

"g) Bumper Overhang - The minimum length requirements stated in the above paragraph ma include no more than one foot of area beyon the curb at the front or rear of a space, use for bumper overhang.

"h) Parking Space Layout - Required parkin areas shall be designed so that each moto vehicle may proceed to and from its parkin space without requiring the movement of an other vehicle. In no case shall spaces be s located as to require the backing or maneuver ing on to the sidewalk or into a public o private way upon entering or leaving the space.

"i) Width of Maneuvering Aisle - The minimum width of aisles within parking areas providing access to parking spaces for one-way traffic shall be as follows:

Angle of Parking Space	Minimum Width of Aisle
90 degree	22 feet/23 feet*
60 degree	18 feet/19 feet*
45 degree	14 feet
30 degree	12 feet
parallel	12 feet

*The greater width shall be used where one foot of bumper overhang occurs.

The minimum width of maneuvering aisles within parking areas providing access to spaces for two-way traffic shall be twenty (20) feet or the width required above, whichever is greater.

"j) Parking Setbacks - Parking spaces and maneuvering aisles shall be set back a minimum of ten (10) feet from a front lot line or street right-of-way line; except, however, that such setback shall be twenty (20) feet in a Business, Industrial or Industrial Park Districts, if the conditions set forth in Subsections 4.4.4. or 4.5.2. of this By-law apply. Parking spaces, maneuvering aisles and driveways shall be set back a minimum of four (4) feet from the rear and side lot lines; except, however, in the Industrial Park District, if more than one lot is held in common ownership and devoted to parking for the same principal use or building, the interior lot lines are excluded from such rear and side setbacks. Except in an enclosed or in an unenclosed parking facility beneath a structure, no parking space, maneuvering aisle or driveway shall be located within five (5) feet of a building line at the first floor.

"k) Landscaped Areas - Setback areas required under the above paragraph j) shall be maintained as landscaped areas, except where driveway openings or sidewalks occur. Landscaped areas shall include trees, shrubs, flowers and grass. Planting beds shall be at least 4 feet wide.

"l) Trees - For all parking areas requiring 10 or more spaces, trees shall be required. One tree shall be provided for every 10 spaces or fraction thereof. Such trees shall be located within or around the parking area so as to screen and soften the visual impact of parked vehicles as much as possible. They shall be at least 2" trunk diameter, with not less than 40 square feet of unpaved soil or other permeable surface area per tree. Planting beds shall be at least 4 feet wide."

k) by changing the designation of existing subsection 5.1.3. h) Location from h) to m) Location;

l) by changing the designation of existing subsection 5.1.3. i) Bicycle Racks from i) to n) Bicycle Racks;

(m) by inserting at the end of Section 5.1. the following two new Subsections - 5.1.5. Applicability for Parking Structures and 5.1.6. Maintenance:

"5.1.5. Applicability for Parking Structures

Parking facilities provided in an enclosed structure shall be subject to the provisions of this Section 5.1., except for Subsections 5.1.3. k) and l). Unenclosed parking facilities beneath a structure shall be subject to the provisions of this Section, except for Subsection 5.1.3. l), and such parking level shall be deemed to be a story when its ceiling is four feet six inches or more above finished grade. Nothing contained herein shall exempt any parking structure from the requirements of the State Building Code or the applicable C.M.R.

"5.1.6. Maintenance

Parking areas shall be kept clean, plowed and free from rubbish, debris and snow such that full parking spaces are available. All plant materials shall be maintained in a healthy condition and, whenever necessary, shall be replaced with new plant materials to insure continued compliance with landscaping requirements. All fences, barriers and walls shall be maintained in good repair and, whenever necessary, shall be replaced. Whenever necessary, the surfacing, lighting and markings shall be repaired or replaced."

(n) by inserting the following new Subsection 4.5.6. Driveway Openings at the end of Section 4.5. Dimensional Regulations for Industrial and Industrial Park Districts:

"4.5.6. Driveway Openings

In that portion of a lot contained within the required front setback, there may be constructed not more than two (2) driveways for every one hundred fifty (150) feet or less of frontage on each way. Driveways shall be located so as to minimize conflict with traffic on streets and where good visibility and sight distances are available to observe approaching pedestrian and vehicular traffic. The width of a driveway for one-way traffic shall be a minimum of twelve (12) feet and a maximum of eighteen (18) feet, as measured at its narrowest point. The width of a driveway for two-way traffic shall be a minimum of eighteen (18) feet and a maximum of twenty-five (25) feet, as measured at its narrowest point. These maximum widths may be increased in situations

where it can be demonstrated to the satisfaction of both the Building Inspector and Town Engineer that vehicles greater than 30 feet in length will be used to access or egress the premises."

(o) and finally, in Section 1.3. Definitions under the definition of the word "Parking Space", by deleting the present definition in its entirety and by inserting the following in its place (new language underlined):

"Parking Space - an area available for parking one automobile and having not less than one hundred sixty-six and one-half (166.5) square feet, exclusive of driveways and approaches thereto, a free and unimpeded access to a way over unobstructed driveways or approaches and a minimum width of not less than nine (9) feet."

or take any other action relative thereto.

INSERTED BY: Planning Board
FINANCE COMMITTEE RECOMMENDS THAT: No Recommendation.

ARTICLE 36: ZONING AMENDMENT - PLOT PLANS

To see if the Town will vote to amend the Zoning By-law, Subsection 7.2.2., as follows:

a) by inserting the following new third sentence: "The Building Inspector may waive any of the above requirements."

b) by changing the existing third sentence, so that it shall read as follows (new language underlined): "Plot plans shall be certified by a Massachusetts registered land surveyor."

or take any other action relative thereto.

INSERTED BY: Planning Board
FINANCE COMMITTEE RECOMMENDS THAT: No Recommendation.

ARTICLE 37: ZONING AMENDMENT - DEFINITION OF BASEMENT

To see if the Town will vote to amend the Zoning By-law by inserting in Section 1.3. Definitions the following new definition:

"Basement - that portion of a building which is partly below grade, and having at least one-half of its height below finished grade."

or take any other action relative thereto.

INSERTED BY: Planning Board
FINANCE COMMITTEE RECOMMENDS THAT: No Recommendation.

ARTICLE 38: ZONING AMENDMENT - TECHNICAL WORD CHANGE

To see if the Town will vote to amend the Zoning By-law by deleting the word "habitation" in Sections 4.3.1., 4.4.3. and 4.5.4. and by inserting in its place the word "occupancy" in all three places; or take any other action relative thereto.

INSERTED BY: Planning Board
FINANCE COMMITTEE RECOMMENDS THAT: No Recommendation.

ARTICLE 39: ZONING AMENDMENT - TRAFFIC STUDY OF CHESTNUT STREET, INCLUDING A MORATORIUM ON CONSTRUCTION-RELATED ACTIVITIES

To see if the Town will vote to appropriate a s of money for use by the Planning Board to assist to conduct a traffic study of Chestnut Street Needham with input from the Needham Police Departmen the Needham Fire Department and Glover Memorial Ho pital for the purpose of determining whether the should be any changes in the zoning by-law as effects the Chestnut Street business zoned distri and to order an immediate freeze on the constructi and construction-related activities including t granting of building permits, subdivision approval subdivision approvals not required and accepting any new plans in said district until such time as t Planning Board has reported back to the Town Meeti with its findings and its recommendations; or ta any other action relative thereto.

INSERTED BY: Joseph D. Malloch, Jr., et al
FINANCE COMMITTEE RECOMMENDS THAT: No Recommendatio

ARTICLE 40: RESOLUTION IN OPPOSITION TO CONSTRUCTIO OF SHOPPING COMPLEX ON CHESTNUT STREET

To see if the Town will vote that the Needham To Meeting opposes the construction of a multi-sto shopping complex at the Village Chevrolet site Chestnut Street, because such a complex would have detrimental effect upon the residents of the Town Needham; or take any other action relative thereto.

INSERTED BY: Joseph D. Malloch, Jr., et al
FINANCE COMMITTEE RECOMMENDS THAT: No Recommendatio

ARTICLE 41: BY-LAW REVISION

To see if the Town will vote to amend the Gener By-Laws of the Town of Needham, Article X, Council Aging, by amending Section 1 by adding after t words "School Committee", the following words, "t Trustees of the Needham Public Library", and deleting the words "not less than five addition members" and inserting in place thereof the wor "not less than seven additional members"; and amending Section 2 by deleting the language contain therein and inserting the following languag "Section 2. It is the duty of the Council:

(a) To identify the needs and concerns and strengt of Needham's elderly and retired persons a those approaching retirement age.

(b) To design, promote, coordinate or impleme services and programs to meet these needs a concerns.

(c) To inform the community and enlist the suppo and participation of all citizens in this effor

(d) To work in coordination with programs of t Executive Office of Elder Affairs of the Commo wealth of Massachusetts; or take any oth action relative thereto.

INSERTED BY: Council on Aging
FINANCE COMMITTEE RECOMMENDS THAT: No Recommendatio

RTICLE 42: CONTINUE FUTURE SCHOOL NEEDS COMMITTEE

To see if the Town will vote to continue the ture School Needs Committee, its members to be pointed by the Town bodies, as originally tablished by vote under Article 77 of the 1951 nual Town Meeting; and last continued by vote under ticle 45 of the 1985 Annual Town Meeting; direct d authorize said Committee to continue its work -- udying population trends and other factors which pact on the future adequacy of school facilities as retofore authorized and to report with its commendations to the next Annual Town meeting or oner; or take any other action relative thereto.

SERTED BY: Future School Needs Committee
NANCE COMMITTEE RECOMMENDS THAT: This Article be opted.

TICLE 43: LEASE OF NEWMAN SCHOOL FACILITY

To see if the Town will vote to authorize the ard of Selectmen with the approval of the School mmittee and the Commissioner of Education of the mmonwealth of Massachusetts to lease a portion of e Newman Middle School that the School Committee s declared surplus, for a period not to exceed 10 ars, or to take any other action relative thereto.

SERTED BY: School Committee
NANCE COMMITTEE RECOMMENDS THAT: Recommendation ferred.

TICLE 44: CONTINUE COMMUNICATIONS CENTER STUDY COMMITTEE

To see if the Town will vote to continue the Com- unications Center Study Committee initially establi- ed by vote of the Town under Article 56 of the 1983 nual Town Meeting, and last continued by vote under rticle 47 of the 1985 Annual Town Meeting; said Com- ittee to report to the next Annual Town Meeting or oner; or take any other action relative thereto.

NSERTED BY: Communications Center Study Committee
INANCE COMMITTEE RECOMMENDS THAT: Recommendation eferred.

RTICLE 45: POLICE STATION RENOVATION AND EXPANSION

To see if the Town will vote to raise and ppropriate the sum of $500,000. to renovate and xpand the Police Station, to be expended under the irection of the Board of Selectmen, to determine how uch sum shall be raised and how expended, or take ny other action relative thereto.

NSERTED BY: Board of Selectmen
INANCE COMMITTEE RECOMMENDS THAT: Recommendation eferred.

ARTICLE 46: HANDICAPPED PARKING SPACES

To see if the Town will vote to amend the General y-Laws of the Town of Needham as authorized by eneral Laws Chapter 40 Section 21, Paragraph (23) by dding to Article IV Police Regulations the following ection:

Section 26. Handicapped Parking

1. Requirements for Handicapped Parking Spaces

No person shall park a motor vehicle, motor cycle or any means of transportation in a designated parking space that is reserved for vehicles owned and operated by disabled veterans or by handicapped persons unless said vehicle bears the distinctive number plates or a handicap placard furnished by the Registry of Motor Vehicles authorized by section two of Chapter ninety of the General Laws or those having an official handicap plate or placard issued by any other state. Any person or body that has lawful control of a public or private way or of improved or enclosed property used as off-street parking areas for businesses, shopping malls, theaters, auditoriums, sporting or recreational facilities, cultural centers, residential dwellings, or for any other place where the public has right of access as invitees or licensees shall reserve parking spaces in said off-street parking areas for any vehicle owned and operated by a disabled veteran or handicapped person whose vehicle bears any of the aforementioned means of identification authorized by section two of chapter ninety of the General Laws, according to the following formulas:

If the number of parking spaces in any such area is more than fifteen but not more than twenty-five, one parking space; more than twenty-five but not more than forty, five percent of such spaces but not less than two; more than forty but not more than one hundred, four percent of such spaces but not less than three; more than one hundred but not more than two hundred, three percent of such spaces but not less than four; more than two hundred but not more than five hundred, two percent of such spaces but not less than six; more than five hundred but not more than one thousand, one and one-half percent of such spaces but not less than ten; more than one thousand but not more than two thousand, one percent of such spaces but not less than fifteen; more than two thousand but less than five thousand, three-fourths of one percent of such spaces but not less than twenty; and more than five thousand, one-half of one percent of such spaces but not less than thirty.

2. Sign Requirements for Handicapped Parking Spaces

Parking spaces designated as reserved under the provision of section one of this article shall be identified by use of above grade signs with white lettering against a blue background and shall bear the words "Handicapped Parking: Special Plate Required. Unauthorized Vehicles may be Removed at Owner's Expense" shall be as near as possible to a building entrance or walkway; shall be adjacent to curb ramps or other unobstructed methods permitting sidewalk access to a handicapped person; and shall be twelve feet wide or two eight-foot wide areas with four feet of cross hatch between them.

3. Regulations of Unauthorized Vehicles in Handicapped Spaces

Unauthorized vehicles shall be prohibited within parking spaces designated for use by disabled veterans or handicapped persons as authorized by Section one this Article or in such a manner as to obstruct a curb ramp designated for use by handicapped persons as a means of egress to a street or public way.

4. Penalty

The penalty for violation of this by-law shall be as follows:

First Offense - Fifteen dollars

Second and Subsequent Offenses - Twenty-five dollars

or take any other action relative thereto.

INSERTED BY: BOARD OF SELECTMEN
FINANCE COMMITTEE RECOMMENDS THAT: Recommendation deferred.

ARTICLE 47: TRANSFER OF FREE CASH

To see if the Town will vote to transfer a sum from the Free Cash Certified Account to meet, in part, appropriations made at this Town Meeting, and to authorize the Town Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 1987; or take any other action relative thereto.

INSERTED BY: Finance Committee
FINANCE COMMITTEE RECOMMENDS THAT: This Article be adopted with a sum of money to be made known at Town Meeting.

ARTICLE 48: OMNIBUS ARTICLE

To see if the Town will vote to raise by taxation, transfer from available funds, by borrowing or otherwise, such sums as may be necessary for all or any of the purposes mentioned in the foregoing articles, especially to act upon all appropriations asked for, or proposed by the Selectmen, or any Town Officer or Committee; to appoint such committees as may be decided upon; and to take action upon matters which may properly come before the meeting; or take any other action relative thereto.

INSERTED BY: Board of Selectmen
FINANCE COMMITTEE RECOMMENDS THAT: No Recommendation.

And you are hereby directed to serve this Warrant by posting copies thereof in not less than twenty public places in said Town at least 7 days before said meeting.

Hereof fail not and make due return of this Warrant with your doings thereon unto our Town Clerk on or after said day and hour.

Given under our hands at Needham aforesaid thi 25th day of February, 1986.

SELECTMEN OF NEEDHAM

H. Phillip Garrity, Jr.
Sally B. Davis
Norman P. Jacques
Marcia M. Carleton
David F. Eldridge, Jr.

a true copy

Attest:

Constable

Frank J. Reinhardt, Jr.

* * * * *

REPORT OF THE PUBLIC WORKS DEPARTMENT

The Operating Budget of the Public Works Depart-ent proposed for Fiscal Year 1987 exceeds 4 million ollars with 2 million earmarked for salaries and 2 illion for expenses. As in prior years a consider-ble amount of money found in the Public Works Budget s actually expended for the benefit of other Town gencies. In an effort to assist Town Meeting Mem-ers to understand a most complex budget that com-rises 70 pages of statistical data the following nformation is provided. Of the $203,943. requested or the Engineering Division, $20,630. is for service o the Assessors Department, $18,250. for the Plan-ing Board and $16,300. for other Town Agencies. Of he $444,029. requested in the Park Division, 156,719. is to service the needs of the Park and ecreation Commission, $27,268. for the Conservation ommission at Ridge Hill and $63,988. for Memorial ark.

Many non-public works functions are performed by he Department that do not have a specific dollar alue assigned in the budget. Examples of these ould include supplying diesel fuel to the Fire epartment; decorating the Christmas Blue Trees; etting up the voting precincts for all local, state nd federal elections; moving any Town department hose office may be relocated; moving and storing of ivil Defense emergency supplies; assisting in enovation of Town buildings; providing free mainten-nce of water services to all Town buildings; assist-ng the Board of Health in the Federal Food Surplus rogram; and providing sanitary sewer and storm drain aintenance to all buildings including schools.

In short, the Public Works Department, by virtue f its makeup and capability, is called upon by all ublic, semi-public and civic organizations to render ssistance in those areas that require people and quipment to accomplish a task that otherwise would ave to be performed by private enterprise at onsiderable expense.

Perhaps another statistic that would prove helpful o Town Meeting Members is the amount of revenue rought into the Town each year through the direct nd indirect efforts of the Department. As a result f increased user charges, previously established by he Selectmen, a total of $1,480,251. was received rom various sources in Fiscal 1985. It is reason-ble to assume that at least 1.5 million dollars will e received in Fiscal Years 1986 and 1987.

Following is an explanation of Public Works rticles as they appear in the Warrant for this Town eeting.

E: Article 14: Authorization to Expend State and ounty Funds

Continuing changes in what was formerly known as he Chapter 90 Program require an affirmative vote on his Article to insure the receipt of funds from the ounty and the Commonwealth. The Article merely uthorizes the Board of Selectmen to accept the funds nd contract with the State and/or County for main-enance projects on eligible Town roads. Any funds eceived will be dedicated to resurfacing existing avements on Public Ways.

RE: Article 15: Street Acceptance-Non Betterment

The streets listed in the Article were construc-ted under the Subdivision Control Law and have been approved for acceptance by the Planning Board and Public Works Department. Public hearings will have been held by the Selectmen prior to the Annual Town Meeting.

RE: Article 16: West Street/Highland Avenue Sewer Force Main

Investigations into sewage back-ups to commer-cial properties in Needham Heights Square indicate that the present configuration of sewer lines restricts flows at the intersection of Highland Avenue and West Street thereby causing the back-ups. The funds requested provide for supplementing a section of this pipe network with a new line that will by-pass the point of congestion and improve the flow characteristics.

RE: Article 17: Kendrick Street Sewer Pumping Station

This station is located to the rear of the Polaroid Building on Kendrick Street and was con-structed prior to 1960 to serve the needs of a portion of the industrial park. The original pumping equipment consisting of two 20 horsepower pumps is in need of replacement. Because of growth and use changes in the service area it is necessary to con-duct a professional study to determine the appropri-ate measures to upgrade and expand the capacity of the station.

RE: Article 18: Sewer Construction (Petition)

This sum is to be raised from the Sewer Reserve Account to install sewer mains in Charles River Street, Winding River Road, Norwich Road and Intervale Road. Petitions have been received by a majority of the residents at these locations. A portion of the cost will be recovered through the assessment of betterments.

RE: Article 19: Storm Drainage Improvements

The funds requested will provide extensions to the present system and the replacement of undersized drain pipes with larger diameter lines to relieve flooding conditions. Areas scheduled for attention in Fiscal 1987 include Forest Street, Eaton Road, Lawton Road, Beaufort Avenue and South Street. The work will be performed by Sewer Division personnel and the cost for this personal service is provided for in the operating budget.

RE: Article 20: Water Main Rehabilitation

This sum is to be raised to continue the program of replacing old water mains that are sized impro-perly and are not cost effective to clean and reline. The plan is to continue the replacement of six inch pipe on portions of Marked Tree Road, High Rock Street, Fisher Street and Fairview Road. The Town may be eligible for up to fifty percent reimbursement from the State under the provision of Chapter 805 of the Acts of 1979.

RE: Article 23: Sanitary Landfill Closing

State Regulations provide that each completed portion of a sanitary landfill shall receive a final earth cover to a depth of two feet. This final cover must be uniformly compacted and seeded with appropriate grasses to promote stabilization of the surface during the year following completion of that portion. The funds requested would be used to contract for the purchase and placement of the cover material in the manner prescribed by the regulations. This type of appropriation will be requested each year until the landfill is permanently closed.

* * * * *

REPORT OF THE PLANNING BOARD

In accordance with Article 84 of the Annual Town Meeting of 1963, the Planning Board submits the following report regarding its zoning amendment articles inserted in the 1986 Annual Town Meeting Warrant.

RE: Article 28: Build Factor

This article would apply a mathematical formula, or Build Factor, to lots recorded or endorsed after August 22, 1985 that are located in Single Residence A and B Districts, General Residence Districts and Institutional Districts. The purpose is to limit the degree to which a lot may have an irregular shape.

RE: Article 29: Lot Width

In order to further restrict the irregular configuration of lots, a provision to increase the minimum lot width running from the front lot line throughout the building a distance equal to or greater than the minimum frontage requirement is proposed in all zoning districts. Presently, lot width is limited to a minimum of one-half the applicable frontage requirement.

Re: Article 30: Side and Rear Setbacks

This article would provide for minimum side setbacks of 25 feet in Single Residence A and Institutional Districts, and 20 feet in Single Residence B and General Residence Districts, respectively. Currently, the requirement for rear and side setbacks is 15 feet, where lots in these districts have a frontage of 100 feet or more; where the frontage is less than 100 feet, the current requirement is 10 feet. The proposed changes would not apply to lots in existence prior to January 9, 1986, nor would they apply to existing and future buildings on such lots.

RE: Article 31: Two-Story Height Limitation

In order to protect the visual and architectural integrity of Town Hall, buildings within 500 feet of Town Hall property and located in the Business District would be limited to two stories or 30 feet in height. The present height limitation is three stories or 40 feet.

RE: Article 32: Elimination of Bonus Coverage

Under current zoning provisions in a Busine District, a developer receives a bonus in terms the percentage of a lot a building can cover, if is located within 300 feet of a municipal parki lot. This article would eliminate such a bonus co erage provision.

RE: Article 33: Floor Area Ratio

In order partly to balance the effect of the pr vious two articles, and partly to provide for great design flexibility within well-recognized standard a floor area ratio of 1.0 is proposed for buildin located within 500 feet of Town Hall property in t Business District. Floor area ratio means the tot area of the ground floor of a building, multiplied the number of stories and divided by the total l area.

RE: Article 34: Calculation of Density

This article would merely use the same formu that is already in use in Planned Residential Deve opments and apply it to the calculation of maxim density (dwelling units per acre) permitted in a Apartment Districts.

RE: Article 35: Off-Street Parking Regulations

This article relates to a series of propos revisions to the existing off-street parking requir ments. Building upon the requirements adopted last year's Annual Town Meeting and their subseque interpretation by the Building Inspector, the inte is to enable the Board of Appeals -- under careful circumscribed conditions -- to waive strict adheren not only to the maximum number of required parki spaces, but also to the particular application specified design requirements. A number of n design requirements are provided for, including more realistic size of parking space, safer layout maneuvering aisles and driveway openings, setback parking spaces from building and lot lines, a better definition of landscaped areas.

RE: Article 36: Plot Plans

RE: Article 37: Definition of Basement

RE: Article 38: Technical Word Change

These three "house-keeping" articles are sel explanatory and would enable the Building Inspect to interpret more clearly existing language in t Zoning By-law.

* * * * *

HUMAN SERVICES COMMITTEE REPORT

This Committee was established by the 1983 Annu Town Meeting and instructed to study the "administra tion structure, program, cost and space being used all governmental units involved in full or in part the delivery of recreational, educational and healt services to the citizens of Needham;" and to reco mend a "method of consolidating all or some of t

›regoing services into the most cost effective and ffficient administrative structure, through which hese programs can be delivered." The 1984 and 1985 ›wn meetings voted to continue the Committee for hose years and a report of the Committee was inclu-ed in the 1985 Warrant. The Committee herewith ıbmits its final report.

The Committee feels that once the commuter trains ave resumed operation the Transportation Committee hould be utilized in a more general fashion to study nd coordinate not only the operation of the trains, ıt to address other areas of transportation concerns ncluding the mini bus, taxi service and parking. By :ilizing one Committee to centralize transportation dministration, it is felt that the Town's growing ransportation needs will be more efficiently addres-ed. The Transportation Committee should continue to eport its recommendations to the Board of Selectmen.

In addition, the Committee has, through the fforts of students at the Boston College School of ursing, whose teacher, Rachel Spector, is one of our embers, compiled a listing of various resources, ervices and essential personnel of Human Services gencies within Town government.

This compilation has been distributed to department and agency heads as well as the Town's Executive Secretary with the expectation that it will improve the collective knowledge of the Town's Human Services resources.

Finally, we wish to direct the Town's attention to the 1985 Report of the Committee which incorporated many recommendations which can be undertaken without Town Meeting action. We encourage individual departments and agencies to do so.

Respectfully submitted

Human Services Committee,

James A. Brett, Chairman	J. Darrison Sillesky
William Duncan	Rachel E. Spector
Robert E. Hawes	Janie H. Webster
Helen M. Krawiecki	Asha Wallace
Margaret O. Lindsay	Roma Jean Brown

SPECIAL TOWN MEETING

WARRANT

TOWN OF NEEDHAM

7:30 P.M.

WEDNESDAY, MAY 14, 1986

NEWMAN MIDDLE SCHOOL

CENTRAL AVENUE NEEDHAM

COMMONWEALTH OF MASSACHUSETTS

Norfolk, ss.

To either of the Constables in the Town of Needham in said County, Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify and warn the inhabitants of the Town of Needham qualified to vote in elections and in Town Affairs to meet at the Newman Middle School in said Town on

WEDNESDAY, THE FOURTEENTH DAY OF MAY, 1986

at seven-thirty o'clock in the afternoon, then and there to act upon the following articles, viz:

ARTICLE 1. Prior Years' bills.

To see if the Town will vote to appropriate the sum of $25,817.06 for the payment of charges incurred prior to Fiscal Year 1986 by the following departments:

Department	Description	Amount
Planning Board	Legal Advertising	$ 131.60
School	Wang Lab. WP Sys. 30, Inc. Disk Drive & Crt/ Keyboard	$ 2,916.00
Hospital	Various Vendors	$22,769.46
Total		$25,817.06

said sum to be raised from the free cash certified account; or take any other action relative thereto.

Inserted by: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: This article be adopted.

ARTICLE 2. Adjustments to Fiscal Year 1986 Line Item Budgets.

To see if the Town will vote to appropriate a sum of money for the purpose of supplementing some of the line item amounts appropriated under budget Article 11 of the 1985 Annual Town Meeting which are found to be insufficient to meet the normal costs incurred for the respective services identified with said line items; determine how said sum is to be raised, whether from the free cash account, by transfer of the anticipated unused sums from budget items appropriated under said Article 11 or by any other means and how expended; or take any other action relative thereto.

Inserted by: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation deferred.

ARTICLE 3. Heliport Regulations

To see if the Town will vote to amend the Zoning By-law as follows; or take any other action relative thereto:

1. By inserting the following new definitions in Section 1.3. Definitions at the appropriate alphabetical locations:

"Heliport, general - An area used by helicopters which includes passenger and cargo facilities and regularly scheduled passenger and cargo service, aircraft maintenance and repair, fueling service, storage space, hangars and accessory buildings, and/or overnight storage.

Heliport, limited - An area on a roof or on the ground used by helicopters for the purpose of picking up or discharging passengers or cargo, but not including fuel service, maintenance or overhaul, hangars or other accessory buildings, or overnight storage (except when removal is prohibited due to atmospheric conditions or mechanical difficulties)."

2. By adding a new section 6.5. Limited Heliports, which shall read as follows:

6.5.1. Unless otherwise prohibited under this Zoning By-law, Special Permits for Limited Heliports may be granted in accordance with Section 7.5.2. of the By-law in Industrial and Industrial Park Districts which shall be consistent and in conformance with the standards and criteria enumerated herein and any other conditions that may be required by the Board of Appeals.

6.5.2. Basic Requirements

a) The proposed limited heliport is found to be desirable for public convenience and welfare.

b) No part of the limited heliport shall be less than 700 feet from a residentially zoned district (excluding Commonwealth of Massachusetts land currently devoted to the Route 128 circumferential highway as shown on the Needham Zoning Map), nor less than 800 feet from any part of a television or radio tower that is more than 150 feet in height, nor less than 1200 feet from the base of a television or radio tower that is more than 150 feet in height, nor less than 4,500 feet from any other limited heliport, nor less than 100 feet from a public way (excluding Commonwealth of Massachusetts land devoted to Route 128 and related ramp areas).

c) The limited heliport shall not be utilized by a helicopter craft with a seating capacity of more than five.

d) The applicant shall submit a noise assessment consistent with Federal Aviation Administration guidelines contained in Advisory Circular Number 150/5020-2 or any subsequent amendments, to evaluate the acoustic impacts on the environment in the area of the proposed limited heliport.

e) The applicant shall submit a site plan certified by an individual possessing qualifications satisfactory to the Board of Appeals showing the direction of prevailing winds, the approach/departure pattern (including the horizontal plan and elevation profile of the flight paths to be used), and the location and height of any structures within the glide path.

f) Heliport landing areas at ground level shall have a minimum area of 100 feet by 100 feet which shall be paved and kept free of loose material. The landing area shall be enclosed by a fence at least four feet in height. Heliport landing areas constructed on buildings and other elevated places shall be of a size and construction consistent with federal and state standards. In no event shall a heliport be constructed on a building or other elevated place if it is determined by the Needham Fire Department to be at a height beyond the fire fighting capabilities of its equipment.

g) Heliport landing areas shall be provided with means for safe collection and disposition of fuel spilled in an emergency. Adequate fire protection and fire-fighting equipment shall be provided in accordance with federal, state and local requirements and shall be regularly inspected and tested.

h) Heliport landing areas shall be provided with lighting and wind direction indications in conformity with Federal Aviation Agency and Massachusetts Aeronautics Commission regulations and recommendations.

i) Unless otherwise specified in this section or within the decision of the Board of Appeals, Limited Heliport land areas shall be of a design and construction consistent with the appropriate state and federal standards.

j) The Board of Appeals may require evidence of application, certification and/or approval by the Massachusetts Aeronautics Commission, the Federal Aviation Administration, Civil Aeronautics Board, or other appropriate agency prior to the granting of a special permit for a limited heliport.

k) The Board of Appeals shall specify the hours of operation of limited heliports and the frequency of use.

l) A special permit granted under this section shall be subject to review by the Board of Appeals on an annual basis. The Board shall consult with the Building Inspector to determine if all conditions of the original special permit for the heliport have been met and if any complaints have been filed concerning the operation of the heliport with the Building Inspector or the Board. The Building Inspector shall respond to any complaints consistent with Chapter 40A.

Inserted By: Board of Selectmen and Planning Board

FINANCE COMMITTEE RECOMMENDS THAT: No Recommendation

ARTICLE 4. Establish Parking Facilities Study Committee

To see if the Town will vote to establish a Parking Facilities Study Committee made up of seven members, one to be a Selectman, appointed by the Board of Selectmen; one a member of the Planning Board to be appointed by the Planning Board; one to be an employee of the Town's Engineering Division to be appointed by the Town Engineer; two to be appointed by the Needham Business Asssociation; one to be a member of the Town's Finance Committee, to be appointed by the Finance Committee; and one to be a member of the Transportation Committee, to be appointed by the Transportation Committee; said study committee is authorized and directed to study the desirability and feasibility of the construction and operation of a public parking facility in the Chapel Street-Eaton Square section of Needham, and submit a report or reports and recommendations to the next Annual Town Meeting or sooner, and appropriate the sum of $25,000. to engage qualified experts to assist the committee in the study, such amount to be from the Parking Meter Fund or by any other means; or take any other action relative thereto.

Inserted by: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 5. Land Acquisition

To see if the Town will vote to have the Board of Selectmen acquire by purchase, gift or by eminent domain for general municipal purposes, seven acres of land more or less, known and numbered as 1311 Central Avenue, Needham presently owned by Ernest Pezzella and Rose Pezzella, as approximately shown on Assessors plot plan #308, and appropriate the sum of $275,000. therefore, said sum to be raised from available funds by borrowing or otherwise; or take any other action relative thereto.

Inserted by: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: Recommendation Deferred

ARTICLE 6. Police Regulations Amendment

To see if the Town will vote to amend its General By-laws, Article IV, Police Regulations by deleting Section 6 in its entirety and inserting in its place the following:
Section 6, No person shall coast, play at the game called stick ball, play street hockey, or skateboard in any street or public way in the Town of Needham except such as are publicly designated for that purpose by the Selectmen.

Inserted by: Board of Selectmen

FINANCE COMMITTEE RECOMMENDS THAT: No Recommendation

And you are hereby directed to serve this Warrant by posting copies thereof in not less than twenty public places in said Town at least fourteen (14) days before said meeting.

Hereof fail not and make due return of this Warrant with your doings thereon unto our Town Clerk on or after said day and hour.

Given under our hands at Needham aforesaid this 16th. day of April, 1986.

Sally B. Davis
Norman P. Jacques
David F. Eldridge, Jr.
Marcia M. Carleton
H. Phillip Garrity, Jr.

SELECTMEN OF NEEDHAM

A true copy
Attest:

Constable
Frank J. Reinhardt, Jr.

Town Clerk's Office
Needham, Mass. 02192

ATTN: SPECIAL TOWN MEETING WARRANT

T O W N O F N E E D H A M

TOWN CLERK'S RECORDS

OF THE

SPECIAL TOWN MEETING

February 24, 1986

ANNUAL TOWN ELECTION

April 14, 1986

ELECTION

(To Fill A Vacancy in Precinct E
for Town Meeting Member)

April 29, 1986

ANNUAL TOWN MEETING

May 5, 1986

SPECIAL TOWN MEETING

May 14, 1986

SPECIAL TOWN MEETING

February 24, 1986

Pursuant to a Warrant issued by the Selectmen February 7, 1986, the Inhabitants of the Town of Needham qualified to vote in Town Affairs met in the Derwood A. Newman Middle School on Monday, February 24, 1986, at 7:30 o'clock in the afternoon.

The checkers appointed by the Selectmen were sworn to the faithful performance of their duties by the Town Clerk.

Check lists were used and 220 voters, including 193 Town Meeting Members, were checked on the list as being present.

The meeting was called to order at 7:30 o'clock by Eagle Scout David McQuire. The colors were presented by Eagle Scout Robert Knospins and Girl Scouts Theresa Baker and Sarah Murray while those present stood and pledged allegiance to the flag.

Reverend Allan Page, Pastor, Grace Lutheran Church, gave the invocation. Following this, the call to the meeting and the officer's return were read by the Town Clerk, the reading of the articles in the Warrant being waived upon motion.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

The Moderator announced the following ground rules and these were adopted unanimously:

1. A speaker will be ruled out of order who refers to personalities. Let us remember that we are one Town Meeting Family with a common goal: the best interest of the community.

2. Rise to be recognized and address the chair; speak your name so that the Town Clerk can complete her records.

3. Time limits of debate:

   15 minutes - Committee chairmen, proponents, attorneys representing proponents.

   10 minutes - Town Meeting Members, attorneys representing other than proponents.

   5 minutes - Non-Town Meeting Members, visitors other than attorneys.

4. Disclosure required by one employed as an attorney by another who is interested in a matter; General By-Laws, Art. I, section 5.

5. Any speaker who addresses the merits of a matter shall not be permitted to place on the floor immediately following the speaker's remarks, a motion to move the previous question or a motion to limit debate; General By-Laws, Art. I, section 8.

Unanimous consent was given to refer to the articles by number only, waiving the reading of each article.

ARTICLE 1

To see if the Town will vote to appropriate a sum of money to fund the Town's additional liability under its collective bargaining agreements with Local 1706, Units A, B, and C, International Association of Firefighters, AFL-CIO applicable to the fiscal years 1985 and 1986; said sum to be raised by transfer from free cash account and expended under the supervision and direction of the Fire Chief with the advance approval of the Personnel Board and the Board of Selectmen: and to amend the Consolidated Personnel By-Law as of July 1, 1985, Schedule "A" footnotes as follow:

(5) by deleting "Additional $75.00 per month" and by adding "Additional $100 per month".

(10) by deleting it in its entirety and add a new footnote No. (10) as follows: "The following additional amounts when certified and acting as an Emergency Medical Technician, Patrolman, Police Sergeant, .0235 of base rate per year; Firefighter, Fire Lieutenant, Fire Captain and Deputy Fire Chief, .0335 of base rate per year."

(13) by deleting "Additional $75.00 per month" and by adding "Additional $100.00 per month".

or take any other action relative thereto.

MOVED: That the Town appropriate $500,397.00 to fund the Town's additional liability under its collective bargaining agreements with Local 1706, Units A, B, and C, International Association of Firefighters, AFL-CIO applicable to the fiscal year 1985 and 1986; said sum to be raised by transfer from free cash account and expended under the supervision and direction of the Fire Chief with the advance approval of the Personnel Board and the Board of Selectmen; and to amend the Consolidated Personnel By-Law as of July 1, 1985, Schedule "A" footnotes as follow:

(5) by deleting "Additional $75.00 per month" and by adding "Additional $100 per month".

(10) by deleting it in its entirety and add a new footnote No. (10) as follows: "The following additional amounts when certified and acting as an Emergency Medical Technician, Patrolman, Police Sergeant, .0235 of base rate per year; Firefighter, Fire Lieutenant, Fire Captain and Deputy Fire Chief, .0335 of base rate per year."

(13) by deleting "Additional $75.00 per month" and by adding "Additional $100.00 per month".

A motion to amend was offered by Mr. Paul H. Attridge as follows: By adding after the semi-colon following the word "Selectmen" at the end of said main motion the following:

"said sum shall be credited as a 1985-1986 fiscal year supplemental appropriation to the respective line items as follows:

Line 88:	Salaries	$344,625.00
Line 89:	Overtime	139,989.00
Line 91:	In Service Training	15,783.00
	Total	$500,397.00"; and

by deleting Schedule "A" footnote #5 in its entirety; and

by deleting Schedule "A" footnote #13 in its entirety; and

by amending Schedules B-3 and B-4 and inserting the Revised Schedule B-3 and B-4 as follows:

REVISED SCHEDULES

Fiscal Year 1985:

SCHEDULE B-3

Fire Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5		39,378.00	40,692.00	41,996.00	43,308.00
F-4		27,958.00	28,891.00	29,817.00	30,749.00
F-3				26,249.00	27,068.00
F-2		22,642.00	23,396.00	24,149.00	24,902.00
F-1	19,032.00	19,689.00	20,346.00	20,998.00	21,654.00

SCHEDULE B-4

Fire Alarm Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
FA-2	23,082.00	23,888.00	24,820.00	25,752.00	26,695.00
FA-1	20,016.00	20,684.00	21,478.00	22,271.00	23,082.00

Fiscal Year 1986:

SCHEDULE B-3

Fire Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5		40,796.00	42,324.00	43,850.00	45,474.00
F-4		29,562.00	30,549.00	31,529.00	32,514.00
F-3				27,561.00	28,421.00
F-2		23,774.00	24,567.00	25,356.00	26,148.00
F-1	19,984.00	20,673.00	21,363.00	22,048.00	22,737.00

SCHEDULE B-4

Fire Alarm Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
FA-2	24,236.00	25,082.00	26,061.00	27,040.00	28,030.00
FA-1	21,017.00	21,718.00	22,552.00	23,385.00	24,236.00

Mr. Paul H. Attridge, former Chairman of the Personnel Board, briefly outlined the activities of the Personnel Board with respect to the collective bargaining agreements with Units A, B, and C of Local 1706 of the International Association of Firefighters. He explained that this is the first time in 16 years that the Personnel Board has been successful in eliminating the minimum manning clause in the contract. Mr. Attridge urged support of this article and noted that both the Board of Selectmen and the Finance Committee favored affirmative action.

After a brief discussion, Mr. Norman R. Meier moved the previous question and it was so voted by voice vote.

Mr. Attridge's motion to amend was presented and it was so voted by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town appropriate $500,397.00 to fund the Town's additional liability under its collective bargaining agreements with Local 1706, Units A, B, and C, International Association of Firefighters, AFL-CIO applicable to the fiscal years 1985 and 1986; said sum to be raised by transfer from free cash account and expended under the supervision and direction of the Fire Chief with the advance approval of the Personnel Board and the Board of Selectmen; said sum shall be credited as a 1985-1986 fiscal supplemental appropriation to the respective line items as follows:

Line 88:	Salaries	$344,625.00
Line 89:	Overtime	139,989.00
Line 91:	In Service Training	15,783.00
	Total	$500,397.00;

and to amend the Consolidated Personnel By-Law as of July 1, 1985, Schedule "A" footnotes as follows:

(5) Delete in its entirety; and (13) delete in its entirety; and by amending Schedules B-3 and B-4 and inserting the Revised Schedule B-3 and B-4 as follows:

REVISED SCHEDULES
Fiscal Year 1985:

SCHEDULE B-3

Fire Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5		39,378.00	40,692.00	41,996.00	43,308.00
F-4		27,958.00	28,891.00	29,817.00	30,749.00
F-3				26,249.00	27,068.00
F-2		22,642.00	23,396.00	24,149.00	24,902.00
F-1	19,032.00	19,689.00	20,346.00	20,998.00	21,654.00

SCHEDULE B-4

Fire Alarm Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
FA-2	23,082.00	23,888.00	24,820.00	25,752.00	26,695.00
FA-1	20,016.00	20,684.00	21,478.00	22,271.00	23,082.00

Fiscal Year 1986:

SCHEDULE B-3

Fire Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5		40,796.00	42,324.00	43,850.00	45,474.00
F-4		29,562.00	30,549.00	31,529.00	32,514.00
F-3				27,561.00	28,421.00
F-2		23,774.00	24,567.00	25,356.00	26,148.00
F-1	19,984.00	20,673.00	21,363.00	22,048.00	22,737.00

SCHEDULE B-4

Fire Alarm Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
FA-2	24,236.00	25,082.00	26,061.00	27,040.00	28,030.00
FA-1	21,017.00	21,718.00	22,552.00	23,385.00	24,236.00

ARTICLE 2

To see if the Town will vote to appropriate a sum of money for the purpose of supplementing some of the line item amounts appropriated under budget Article 11 of the 1985 Annual Town Meeting which are found to be insufficient to meet the normal costs incurred for the respective services identified with said line items; determine how said sum is to be raised, whether from the free cash account, by transfer of the anticipated unused sums from budget items appropriated under said Article 11, or by any other means and how expended;

or take any other action relative thereto.

MOVED: That the Town appropriate the following additional amounts of money for the purposes of supplementing the following line items appropriated under budget Article 11 of the 1985 Annual Town Meeting which are found to be insufficient to meet the normal costs incurred for the respective services identified with said line items.

LINE ITEM	ADDITIONAL APPROPRIATION
11. Uniform Services Medical Payments	$40,000.00

said sum to be raised from free cash.

25. Legal - Special Fees	$28,000.00

said sum to be raised as follows: $6,200.00 from free cash and $21,800.00 from Article 11 of the 1985 Annual Town Meeting, line item 45 - Bond and Interest.

Mr. William M. Powers, Chairman, presented this proposal on behalf of the Finance Committee.

Unanimous consent was given to allow Virginia Drew, a Glover Memorial Hospital employee, to address Town Meeting. She expressed concern that legal fees has been increased due to a court case against the Town for failing to supply public records. Town Counsel, David Tobin, advised that the $28,000.00 in special fees were due solely to the court case involving the Sign By-Law.

ACTION: The main motion was presented and carried by voice vote.

ARTICLE 3

To see if the Town will vote to amend the General By-Laws of the Town of Needham by deleting in its entirety Article XIX Needham Sign By-Law and inserting in its place the following:

ARTICLE XIX

NEEDHAM SIGN BY-LAW

Section 1. AUTHORITY AND OBJECTIVES.

This By-Law shall be known as the Needham Sign By-Law, and is adopted under the authority of Chapters 93 and 43B of the General Laws of Massachusetts. It is intended that this By-Law will serve the following objectives:

Facilitate efficient communications to ensure that people receive the messages they need or want; promote good relationships between signs and the buildings and environment to which they relate; maintain visual diversity by avoiding a requirement of uniformity; and support business vitality within business and industrial zones by avoiding burdensome procedures and restrictions.

It is hereby determined that if the number of signs in the Town of Needham is excessive and unduly distracting to motorists and pedestrians, it can create a traffic hazard, reduce the effectiveness of signs needed to direct the public and mar the appearance of the Town of Needham.

The regulations contained in this By-Law are the minimum amount of regulation necessary to achieve its purposes.

Section 2. DEFINITIONS.

SIGN: Any device designed to inform or attract the attention of persons who are not on the premises on which the device is located. Any exterior building surfaces which are internally illuminated or decorated with gaseous tube or other lights are considered signs. The following, however, shall not be considered signs within the context of this By-Law.

a. flags and insignia of any government except when displayed in connection with commercial promotion;

b. legal notices, or informational devices erected or required by public agencies;

c. standard gasoline pumps bearing thereon in usual size and form the name, type, and price of gasoline;

d. integral decorative or architectural features of buildings, except letter, trademarks, moving parts, or parts internally illuminated or decorated with gaseous tube or other lights;

e. on-premises devices guiding and directing traffic and parking, not exceeding two square feet in area, and bearing no advertising matter;

f. devices hand-carried or mounted on vehicles, unless located for fixed display.

SIGN AREA: The area of the smallest horizontally or vertically oriented rectangle which could enclose all the display area of the sign, together with any backing different in color or material from the finish material of the building face, and together with any decorative framing or other elements whose judged intent is to extend the effective sign area, exclusive of minimal supporting framework, but without deducting for open space or other irregularities. Only one side of flat, back-to-back signs need be included in calculating sign area.

ON-PREMISES SIGNS: Only signs pertaining exclusively to the premises on which they are located or to products, accommodations, services, or activities on the premises are on-premises signs.

OFF-PREMISES SIGNS: Signs not pertaining exclusively to the premises on which they are located or to the products accommodations, services, or activities on the premises are off-premises signs.

OFF-PREMISES DIRECTIONAL SIGNS: An off-premises directional sign designates the route to an establishment not on the street to which the sign is oriented.

TEMPORARY SIGN: Any sign constructed of paper, cloth, canvas, fabric, cardboard, wallboard, or other light material, with or without frames, intended to be displayed for a continuous period of not more than sixty days.

PERMANENT ATTACHED SIGNS: Signs, other than temporary signs, which are attached to a building or visible through its window, whether wall or projecting, are permanent attached signs.

PERMANENT FREESTANDING SIGNS: Signs, other than temporary signs, which are wholly separated from the ground and not attached to a building are permanent freestanding signs.

Section 3. ADMINISTRATION.

3.1 Sign Committee. The Sign Committee (hereinafter referred to as "The Committee") of three members plus two alternate members shall be appointed by the Selectmen for three-year terms (so arranged initially that no more than one member's term and one alternate member's term expires each year). Members shall include at least one retail merchant operating in Needham and one person having professional training in visual design.

The committee shall elect a Chairman and a Clerk. Two members shall constitute a quorum. All decisions shall require a positive vote of at least two members.

The Committee shall meet monthly at such time and place to be determined by the members, and at such additional times as it determines necessary to carry out the provisions of this By-Law. In the event a member is unable or refuses to sit, the Chairman shall designate an alternate member to sit in the place of that absent member.

3.2 Issuance of Permits. No sign shall be erected, enlarged, reworded, redesigned, structurally altered, or used without a sign permit issued by the Building Inspector except for signs described in Sections 5.1(a), 5.1(c), and 5.3.4. Permits shall only be authorized for signs in conformance with this By-Law.

Applicants shall file a permit application accompanied by a photograph of the facade to which the sign is to be attached, or the area of intended location if unattached, and two prints of scale drawings of the sign and supporting structure showing placement thereon.

If the Building Inspector finds that the proposed sign is in all respects in conformance with this By-Law, he shall issue a permit within 30 days of the filing of the application.

Failure of the Building Inspector to issue a permit within 30 days of the filing of the application shall be deemed a denial thereof. Permits shall expire ten years from the date of issuance.

3.3 Appeal from Building Inspector's Ruling. Any person aggrieved by the Building Inspector's ruling may appeal by filing an appeal with The Committee and the Town Clerk within 30 days of the Building Inspector's ruling. The Committee shall rule on the appeal within 60 days of the filing of the appeal with the Town Clerk. Failure of The Committee to act within sixty days shall be deemed a denial of the appeal. If on appeal the permit is approved, The Committee shall direct the Building Inspector to issue the permit.

3.4 Variance. If an applicant wishes to obtain a permit for a sign that does not comply with this By-Law, he shall apply to the Building Inspector for a permit in accordance with the proceedings established by Section 3.2 of this By-Law. Upon denial of the permit, the applicant shall apply to The Committee for a variance from the requirements of this By-Law in accordance with the procedure established under Section 3.3 of this By-Law. The Committee shall set a date for and hold a public hearing. It will be the responsibility of the applicant, at his own expense, to give notice of the public hearing at least seven days in advance by advertisement in a newspaper of general circulation in Needham and by posting such notice in a conspicuous place in the Town Hall for a period of not less than 7 days before the day of the hearing. The applicant for a variance is further required to give notice of the public hearing, sent 10 days before the hearing by certified mail, return receipt requested, postage prepaid to all parties in interest.

"Parties in Interest" as used in this section shall mean the abutters, owners of land directly opposite the proposed site of the sign on any public or private street or way, and abutters to the abutter within three hundred feet of the property line of the applicant as they appear on the most recent applicable tax list.

Publications and notices of the public hearing required by this section shall contain the name of the area or premises, street address, if any, or other adequate identification of the location, of the area or premises which is the subject of the petition, the date, time and place of the public hearing, the subject matter of the hearing, and the nature of action or relief requested if any. No such hearing shall be held on any day on which a state or municipal election, caucus or primary is held in Needham.

The Committee may in its discretion grant a variance, but only if the proposed sign meets all of the Design Guidelines set forth in Section 3.5 of this By-Law, and if The Committee finds that owing to physical peculiarities of the specific location literal enforcement of the terms of this By-Law would result in substantial hardship to the applicant or substantial detriment to the vicinity, and that such a variance will be consistent with the stated objectives of this By-Law. Failure of The Committee to act within sixty days shall be deemed a denial of the variance. If the permit is approved, The Committee shall direct the Building Inspector to issue permit with such terms and conditions it deems appropriate.

3.5 Design Guidelines. A variance may be permitted under Section 3.4 above only if The Committee finds that the proposed sign meets all of the following guidelines.

a. Sign scale is appropriate in relation to development scale, viewer distance and travel speed, and sign sizes on nearby structures.
b. Sign size, shape, and placement serves to define or enhance such architectural elements of the building as columns, sill lines, cornices, and roof edges, and not to interrupt, obscure, or hide them.
c. Sign design is not wholly discontinuous with other signage on the same or adjacent structures, providing continuity in mounting location and height, proportions, materials, or other important qualities.
d. Sign materials, colors, lettering style, and form are compatible with building design and use.
e. Sign content does not overcrowd background.
f. Sign legibility is not impaired by excessive complexity, multiple lettering styles or colors, or other distracting elements.

3.6 Fees - Generally. Application and hearing fees shall be established and revised from time to time by The Committee at a level sufficient to defray the estimated cost of administering this By-Law, and shall be based upon the number, area, and illumination of the signs applied for.

3.6.1 Temporary Real Estate Signs. Temporary real estate signs require payment of a uniform fee to be determined by The Committee whenever a sign is to be displayed on the premises of property being offered as stated above by the owner. Real Estate brokers or agents shall obtain a one-year permit for displaying such signs and shall be subject to a uniform fee to be assessed annually in an amount to be determined by The Committee.

Section 4. GENERAL REGULATIONS.

4.1 Maintenance. All signs shall be maintained in a safe and neat condition to the satisfaction of the Building Inspector and in accordance with requirements of the State Building Code. Structural damage, missing letters, or other deterioration obscuring content shall be remedied within sixty days or the sign removed.

4.2 Prohibitions.

4.2.1 Illumination.

a. Illuminated signs shall be lighted by a steady stationary light, shielded and directed solely at or internal to the sign.
b. No illumination shall be permitted which casts glare onto any residentially used premises or onto any portion of a way so as to create a traffic hazard, or which results in average face brightness exceeding 60-foot lamberts elsewhere.
c. No sign shall be illuminated after 11:00 P.M. and before 7:00 A.M., unless related to a retail establishment during hours it is open to the public. In an emergency declared by the Selectmen, however, hours of permissible illumination may be expanded or curtailed to the extent and for such period as the Selectmen may require.

4.2.2 Location.

a. No sign shall be erected at the intersection of any streets or of a street and driveway in such a manner as to obstruct free and clear vision; or at any location where, by reason of its position, shape, or color, it may interfere with, or obstruct the view of, or be confused with any authorized traffic sign, signal, or device.
b. No signs shall be attached to motor vehicles, trailers or other moveable objects regularly or recurrently located for fixed display.
c. No sign shall be attached to a radio, television, or water tower, or any other type of tower or smoke stack.
d. No sign shall extend above or beyond the end of the wall to which it is attached, nor overhanging a street or sidewalk by more than the thickness (up to 12") of a flat wall sign.
e. No portion of any sign shall be located above the roof line of a building. Roof line means the intersection of the exterior wall and the roof.
f. No freestanding sign shall be located within a required side or rear yard or within fifteen feet of a street line, or extending more than twenty feet above adjoining ground level.

4.2.3 Type.

a. A V-shaped sign consisting of two single-faced signs shall not be permitted.
b. Pennants, streamers, advertising flags, spinners, or similar devices shall not be permitted.
c. No animated or revolving sign shall be permitted, and only time and temperature indicators shall be allowed to flash.

Section 5. PERMITTED SIGNS.

5.1 All Zoning Districts. The following signs are allowed in all zoning districts:

a. One on-premises sign, either attached or free-standing, indicating only the name and/or profession of the owner or occupant, the street and/or number, not to exceed two square feet in area. No permit is required.

b. One off-premises directional sign may be erected and maintained within the public right-of-way at any intersection if authorized by the Selectmen, or on private property if authorized following an application and hearing by The Committee in accordance with Section 3.2 and 3.3 of this By-Law. Such signs shall be permitted only upon the Committee's determination that the sign will promote the public interest, will not endanger the public safety, and will be of such size, location, and design as will not be detrimental to the neighborhood. At locations where directions to more than one establishment are to be provided, all such directional information shall be incorporated into a single structure. All such directional signs shall be unlighted and each shall be not over four square feet in area.

c. Signs of not more than a total of twelve square feet in area, erected for charitable, educational, political, or religious purposes. No permit is required.

d. (i) A temporary unlighted real estate sign not larger than twelve square feet in area, advertising the sale, rental, or lease of the premises or subdivision on which it is erected.

(ii) A temporary unlighted sign not larger than twelve square feet indicating the name, address, and telephone number of the parties involved in construction on the premises.

(iii) For a development of six or more lots or dwelling units, one sign not larger than twelve square feet at each visible street entrance to the development from a prior existing way indicating the name, address, and telephone number of the parties involved in construction on the premises.

e. One bulletin board not exceeding twelve square feet for and on the premises of a public, charitable, educational, political or religious institution. No permit is required to change the lettering on such a bulletin board.

f. One memorial sign or tablet indicating the name of the building and/or date of erection, if not exceeding 2% of the area of the wall to which it is attached, and if carved into or attached in such a way as to be an integral part of the building, and without separate illumination.

5.2 Single Residence, General Residence, Apartment, and Institutional Zoning Districts.

a. One on-premises sign, either attached or free-standing, oriented to each street on which the premises abut, each such sign not to exceed twelve square feet in area, indicating the nonresidential principal use or uses of the premises.

b. One on-premises sign, either attached or fullstanding, stating the name of the apartment complex it if contains more than six units, such sign not to exceed twelve square feet.

5.3 Business, Industrial, and Industrial Park Zoning Districts.

5.3.1 Number. In addition to signs allowed under 5.1, one permanent sign, whether permanently attached or freestanding, is permitted as further described in Sections 5.3.2 and 5.3.3 of this By-Law for each occupant of separate space per street that the premises abut.

5.3.2 Permanent Attached Signs. The total area of all permanent attached signs shall be not more than fifteen percent of the projected area of the elevation they are attached to, shall not exceed 32 square feet, and no sign shall exceed one hundred square feet in area if oriented for visibility from Route 128 (I-95). If a sign is orientated for visibility from Route 128 (I-95) and is to exceed 32 square feet, then it must be approved by The Committee, and The Committee shall approve it only if it finds it complies with the design guidelines established in Section 3.5 of this By-Law.

5.3.3 Permanent Freestanding Signs.

a. Area: not more than thirty-two square feet, and not more than sixty square feet if oriented for visibility from Route 128 (I-95). If a sign is orientated for visibility from Route 128 (I-95) and is to exceed 32 square feet, then it must be approved by The Committee, and The Committee shall approve it only if it finds it complies with the design guidelines established in Section 3.5 of this By-Law.

b. Visibility: Every freestanding sign placed within thirty feet of the curb line of intersecting streets and driveways shall have an open space of at least eight feet from the ground to the base of the sign.

c. All freestanding signs on the same parcel of land shall be attached to the same support.

5.3.4 Temporary Signs. Temporary signs, in addition to signs allowed under Section 5.3.1, are permitted only if unlighted inside of windows, occupying not more than 25% of the area of each window, and advertise sales, special events, or changes in the nature of an operation, but shall not otherwise be used to advertise a continuing or regularly recurring business operation, and shall be removed promptly when the information they display is out of date or no longer relevant. No permit is required.

5.4 Table of Sign Areas. In conformity with Sections 5.1-5.3 above all signs shall also conform with the following table:

TYPE	MAXIMUM AREA (Square Feet)
Sale, lease, rental, subdivision signs ½5.1.d.(i)¾	12
Construction ½5.1.d.(ii)¾	12
Development of 6 or more units or lots ½5.1.d(i)¾	12
Real estate signs ½5.1.d.(i)¾	12
Religious, educational, charitable or political institutions ½5.1.c¾	12
Single Residence, General Residence Apartment, or Institutional Districts ½5.1.a¾	12
Nonresidential principal uses in residential districts ½5.2.a¾	12
Apartment complexes ½5.2.b¾	12
Business, Industrial, or Industrial Park Districts:	
Attached ½5.3.2¾	32
Attached if visible from Route 128 ½5.3.2¾	100
Freestanding ½5.3.3¾	32
Freestanding if visible from Route 128 ½5.3.3¾	60
Off-premises directional signs	4
Bulletin boards for institutions ½5.1.e¾	12

Section 6. VIOLATIONS.

6.1 Penalty. Any person violating any provisions of this By-Law shall be subject to a penalty up to the maximum amount allowed for each offense under the noncriminal processes authorized at M.G.L. Chapter 40, Section 21D. Each day that the violation continues shall be considered a separate offense.

6.2 Notice and Removal. Existing signs which violate this by-law shall be removed or brought into conformity with this By-Law within thirty days of notification of violation and by the Building Inspector unless he authorizes a longer period necessitated by unavailability of parts.

6.3 Pre-existing, Non-Comforming Signs. Any sign erected prior to May 11, 1981 and not enlarged, reworded, redesigned, or structurally altered since that date, and any sign erected, enlarged, reworded, redesigned, or structurally altered pursuant to a permit issued by the Building Inspector shall not have to be removed or brought into conformity with this By-Law until January 1, 1992.

Section 7. SEVERABILITY CLAUSE.

This By-Law, and its various parts, sections and clauses thereof, are hereby declared to be severable. If any part, section or clause is adjudged invalid, the remainder shall remain in full force and effect;

or take any other action relative thereto.

A motion to amend was offered by Marcia M. Carleton under Article 3 of this Special Town Meeting Article XIX Needham Sign By-Law of the General By-Laws of the Town of Needham, by adding the following subparagraph (d) to Section 4.2.3 of said Sign By-Law as follows:

"(d) No signs shall have on its face more than three different colors."

A second motion to amend was offered by Marcia M. Carleton to amend Section 4.2.2 (d) by deleting the word "overhanging" and inserting in place thereof "overhang"; and

by deleting in Section 4.2.2 (f) the word "extending" and inserting in place thereof "extend"; and

by amending Section 5.2 (b) by deleting the word "fullstanding" and inserting in place thereof "freestanding"; and further by deleting the words "it if" and inserting in place thereof the words "if it"; and

by amending Section 5.4 both the Table of Sign Areas by deleting the words "Single Residence, General Residence, Apartment or Institutional Districts (5.1.2) - 12" and inserting in place thereof the following: "All zoning Districts (5.1.a) - 2"; and

also after the words "off-premise directional signs" and "(5.1.b)".

A motion to amend was offered by James Hugh Powers that the proposed Article XIX - Needham Sign By-Law, as appearing in Article 3 of the Warrant for this Special Town Meeting, be amended by adding after Clause (f) of Section 2 the following clause:

"(g) Signs on newspaper vending machines or newspaper racks, which are limited in content to the name and logo of the newspaper sold via such machine or rack, and to the means of purchasing a newspaper from such machine or rack."

A second motion to amend was offered by James Hugh Powers that the proposed Article XIX - Needham Sign By-Law, as appearing in Article 3 of the Warrant for this Special Town Meeting, be amended as follows:

a. By striking out the last two paragraphs of Section 3.2 and by inserting in place thereof the two following paragraphs:

"If the Building Inspector finds that the proposed sign is in all respects in conformance with this By-Law, he shall issue a permit within 45 days of the filing of the application. If he finds that said proposed sign is not in conformance with this By-Law as aforesaid, he shall, within 60 days of the filing of the application

notify the applicant in writing of the reasons why such permit was denied, and shall forward a copy of such notice of disapproval to the Committee.

Permits shall expire ten years from the date of issuance."

b. By striking out, in lines 1, 2 and 4 of Section 3.3 the word "Ruling", as it appears therein, and substituting therefor the words "action or failure to act".

c. By striking out, in line 5 of Section 3.3 the number "60" and by inserting in place thereof the number "75".

d. By striking out the third sentence of Section 3.3 and by inserting in place thereof the following sentences: "If The Committee denies relief to the applicant, it shall notify him in writing of the reasons for such denial. Failure of The Committee to act within said 75 days shall be deemed to be a grant of the relief sought, subject to applicable judicial appeal under state law."

e. By striking out the second sentence of the last paragraph of Section 3.4 and by inserting in place thereof the following sentences: "If The Committee denies the variance sought, it shall notify the applicant in writing of the reasons for such denial. Failure of The Committee to act within 75 days shall be deemed to be a grant of the permit sought by such applicant.

A third motion to amend was offered by James Hugh Powers that the proposed Article XIX - Needham Sign By-Law, as appearing in Article 3 of the Warrant for this Special Town Meeting, be amended as follows:

By striking out the word "reworded" as it appears in line 2 of Section 3.2 and lines 2 and 3 of Section 6.3.

A fourth motion to amend was offered by James Hugh Powers that the proposed Article XIX - Needham Sign By-Law, as appearing in Article 3 of the Warrant for this Special Town Meeting, be amended by inserting after the word "level" in line 3 of Section 3.6 the words "not exceeding that".

A fifth motion to amend was offered by James Hugh Powers that the proposed Article XIX - Needham Sign By-Law, as appearing in Article 3 of the Warrant for this Special Town Meeting, be amended as follows:

By inserting after the words "adjudged invalid" in 4 of Section 7, the words: "by the Attorney General or by a court of competent jurisdiction".

Mrs. Marcia M. Carleton addressed this proposal on behalf of the Board of Selectmen indicating that the Board had no problems with Mr. Powers' amendments.

Mr. Vincent C. Nuccio moved to refer the subject matter of Article 3 to the Board of Selectmen for further study and to report to the 1986 Annual Town Meeting.

Mr. James Hugh Powers addressed his motions to amend Article 3 and urged support of this article.

Messrs. John J. McQuillan and Peter W. Carre urged support of Mr. Nuccio's motion to refer the subject matter of Article 3 to the Board of Selectmen.

After a brief discussion, Mr. Richard Malconian moved the previous question as to all motions and when put to a vote, the motion carried by the required two-thirds vote.

Dr. Nuccio's motion to refer was presented; however the Moderator was in doubt as to the voice vote. The following tellers were sworn in by the Moderator: Mrs. Meredith P. Page, Messrs. George D. Krech, Frank L. Bridges, John H. Stewart, F. Hartwell Swaffield, LeRoy J. Nutile.

Dr. Nuccio's motion to refer was again presented, but failed to pass by a count of hands. It was yes-72 - No-94.

Mr. Powers' fifth motion to amend was presented and carried by voice vote.

Mr. Powers' fourth motion to amend was presented and carried by voice vote.

Mr. Powers' third motion to amend was presented and carried unanimously by voice vote.

Mr. Powers' second motion to amend was presented and carried unanimously by voice vote.

Mr. Powers' first motion to amend was presented and carried unanimously by voice vote.

Mrs. Carleton's second motion to amend was presented and carried unanimously by voice vote.

Mrs. Carleton's first motion to amend was presented, but it failed to pass unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried by voice vote.

A motion to amend Article 3 was offered by Mr. Daniel P. Matthews after the main motion was voted in the affirmative, before the article was disposed of as follows: strike Section 6.3 in its entirety and substitute the following:

"6.3 Pre-existing, Non-Conforming Signs. Signs erected prior to February 24, 1986, and not enlarged, redesigned, or structurally altered after that date other than pursuant to a permit issued by the Building Inspector shall not have to be removed or brought into conformity with this By-Law until February 24, 1996."

Mr. Dexter H. Marsh, Jr. moved to amend the motion by deleting Section 6.3 in its entirety.

After a brief discussion, Mr. Frances G. Denneen moved the previous question on both motions and it was so voted by voice vote.

Mr. Marsh's motion to amend was presented, but it failed to pass by voice vote.

Mr. Matthew's motion to amend was presented but the Moderator was in doubt as to the voice vote. The motion was again presented and the Moderator declared that the motion passed in the affirmative.

ACTION: The main motion, again amended by Mr. Matthew's motion to amend, was presented and carried by voice vote.

VOTED: That the Town vote to amend its General By-Laws, Article XIX, Needham Sign By-Law, by deleting in its entirety and replacing it with the following:

ARTICLE XIX
NEEDHAM SIGN BY-LAW

Section 1. AUTHORITY AND OBJECTIVES.

This By-Law shall be known as the Needham Sign By-Law, and is adopted under the authority of Chapters 93 and 43B of the General Laws of Massachusetts. It is intended that this By-Law will serve the following objectives:

Facilitate efficient communications to ensure that people receive the messages they need or want; promote good relationships between signs and the buildings and environment to which they relate; maintain visual diversity by avoiding a requirement of uniformity; and support business vitality within business and industrial zones by avoiding burdensome procedures and restrictions.

It is hereby determined that if the number of signs in the Town of Needham is excessive and unduly distracting to motorists and pedestrians, it can create a traffic hazard, reduce the effectiveness of signs needed to direct the public and mar the appearance of the Town of Needham.

The regulations contained in this By-Law are the minimum amount of regulation necessary to achieve its purposes.

Section 2. DEFINITIONS.

SIGN: Any device designed to inform or attract the attention of persons who are not on the premises on which the device is located. Any exterior building surfaces which are internally illuminated or decorated with gaseous tube or other lights are considered signs. The following, however, shall not be considered signs within the context of this By-Law.

a. flags and insignia of any government except when displayed in connection with commercial promotion;
b. legal notices, or informational devices erected or required by public agencies;
c. standard gasoline pumps bearing thereon in usual size and form the name, type, and price of gasoline;
d. integral decorative or architectural features of buildings, except letter, trademarks, moving parts, or parts internally illuminated or decorated with gaseous tube or other lights;
e. on-premises devices guiding and directing traffic and parking, not exceeding two square feet in area, and bearing no advertising matter;
f. devices hand-carried or mounted on vehicles, unless located for fixed display.
g. signs on newspaper vending machines or newspaper racks, which are limited in content to the name and logo of the newspaper sold via such machine or rack, and to the means of purchasing a newspaper from such machine or rack.

SIGN AREA: The area of the smallest horizontally or vertically oriented rectangle which could enclose all the display area of the sign, together with any backing different in color or material from the finish material of the building face, and together with any decorative framing or other elements whose judged intent is to extend the effective sign area, exclusive of minimal supporting framework, but without deducting for open space or other irregularities. Only one side of flat, back-to-back signs need be included in calculating sign area.

ON-PREMISES SIGNS: Only signs pertaining exclusively to the premises on which they are located or to products, accommodations, services, or activities on the premises are on-premises signs.

OFF-PREMISES SIGNS: Signs not pertaining exclusively to the premises on which they are located or to the products accommodations, services, or activities on the premises are off-premises signs.

OFF-PREMISES DIRECTIONAL SIGNS: An off-premises directional sign designates the route to an establishment not on the street to which the sign is oriented.

TEMPORARY SIGN: Any sign constructed of paper, cloth, canvas, fabric, cardboard, wallboard, or other light material, with or without frames, intended to be displayed for a continuous period of not more than sixty days.

PERMANENT ATTACHED SIGNS: Signs, other than temporary signs, which are attached to a building or visible through its window, whether wall or projecting, are permanent attached signs.

PERMANENT FREESTANDING SIGNS: Signs, other than temporary signs, which are wholly separated from the ground and not attached to a building are permanent freestanding signs.

Section 3. ADMINISTRATION.

3.1 Sign Committee. The Sign Committee (hereinafter referred to as "The Committee") of three members plus two alternate members shall be appointed by the Selectmen for three-year terms (so arranged initially that no more than one member's term and one alternate member's term expires each year). Members shall include at least one retail merchant operating in Needham and one person having professional training in visual design.

The Committee shall elect a Chairman and a Clerk. Two members shall constitute a quorum. All decisions shall require a positive vote of at least two members.

The Committee shall meet monthly at such time and place to be determined by the members, and at such additional times as it determines necessary to carry out the provisions of this By-Law. In the event a member is unable or refuses to sit, the Chairman shall designate an alternate member to sit in the place of that absent member.

3.2 Issuance of Permits. No sign shall be erected, enlarged, redesigned, structurally altered, or used without a sign permit issued by the Building Inspector except for signs described in Sections 5.1(a), 5.1(c), and 5.3.4. Permits shall only be authorized for signs in conformance with this By-Law.

Applicants shall file a permit application accompanied by a photograph of the facade to which the sign is to be attached, or the area of intended location if unattached, and two prints of scale drawings of the sign and supporting structure showing placement thereon.

If the Building Inspector finds that the proposed sign is in all respects in conformance with this By-Law, he shall issue a permit within 45 days of the filing of the application. If he finds that said proposed sign is not in conformance with this By-Law as aforesaid, he shall, within 60 days of the filing of the application notify the applicant in writing of the reasons why such permit was denied, and shall forward a copy of such notice of disappoval to The Committee.

Permits shall expire ten years from the date of issuance.

3.3 Appeal from Building Inspector's Action or Failure to Act. Any person aggrieved by the Building Inspector's action or failure to act may appeal by filing an appeal with The Committee and the Town Clerk within 30 days of the Building Inspector's action or failure to act. The Committee shall rule on the appeal within 75 days of the filing of the appeal with the Town Clerk. If The Committee denies relief to the applicant, it shall notify him in writing of the reasons for such denial. Failure of The Committee to act within 75 days shall be deemed to be a grant of the relief sought, subject to applicable judicial appeal under state law. If on appeal the permit is approved, The Committee shall direct the Building Inspector to issue the permit.

3.4 Variance. If an applicant wishes to obtain a permit for a sign that does not comply with this By-Law, he shall apply to the Building Inspector for a permit in accordance with the proceedings established by Section 3.2 of this By-Law. Upon denial of the permit, the applicant shall apply to The Committee for a variance from the requirements of this By-Law in accordance with the procedure established under Section 3.3 of this By-Law. The Committee shall set a date for and hold a public hearing. It will be the responsibility of the applicant, at his own expense, to give notice of the public hearing at least seven days in advance by advertisement in a newspaper of general circulation in Needham and by posting such notice in a conspicuous place in the Town Hall for a period of not less than 7 days before the day of the hearing. The applicant for a variance is further required to give notice of the public hearing, sent 10 days before the hearing by certified mail, return receipt requested, postage prepaid to all parties in interest.

"Parties in Interest" as used in this section shall mean the abutters, owners of land directly opposite the proposed site of the sign on any public or private street or way, and abutters to the abutter within three hundred feet of the property line of the applicant as they appear on the most recent applicable tax list.

Publications and notices of the public hearing required by this section shall contain the name of the area or premises, street address, if any, or other adequate identification of the location, of the area or premises which is the subject of the petition, the date, time and place of the public hearing, the subject matter of the hearing, and the nature of action or relief requested if any. No such hearing shall be held on any day on which a state or municipal election, caucus or primary is held in Needham.

The Committee may in its discretion grant a variance, but only if the proposed sign meets all of the Design Guidelines set forth in Section 3.5 of this By-Law, and if The Committee finds that owing to physical peculiarities of the specific location literal enforcement of the terms of this By-Law would result in substantial hardship to the applicant or substantial detriment to the vicinity, and that such a variance will be consistent with the stated objectives of this by-law. If The Committee denies the variance sought, it shall notify the applicant in writing of the reasons for such denial. Failure of The Committee to act within 75 days shall be deemed to be a grant of the permit sought by such applicant. If the permit is approved, The Committee shall direct the Building Inspector to issue permit with such terms and conditions it deems appropriate.

3.5 Design Guidelines. A variance may be permitted under Section 3.4 above only if The Committee finds that the proposed sign meets all of the following guidelines.

a. Sign scale is appropriate in relation to development scale, viewer distance and travel speed, and sign sizes on nearby structures.

b. Sign size, shape, and placement serves to define or enhance such architectural elements of the building as columns, sill lines, cornices, and roof edges, and not to interrupt, obscure, or hide them.

c. Sign design is not wholly discontinuous with other signage on the same or adjacent structures, providing continuity in mounting location and height, proportions, materials, or other important qualities.

d. Sign materials, colors, lettering style, and form are compatible with building design and use.

e. Sign content does not overcrowd background.

f. Sign legibility is not impaired by excessive complexity, multiple lettering styles or colors, or other distracting elements.

3.6 Fees - Generally. Application and hearing fees shall be established and revised from time to time by The Committee at a level not exceeding that sufficient to defray the estimated cost of administering this By-Law, and shall be based upon the number, area, and illumination of the signs applied for.

3.6.1 Temporary Real Estate Signs. Temporary real estate signs require payment of a uniform fee to be determined by The Committee whenever a sign is to be displayed on the premises of property being offered as stated above by the owner. Real Estate brokers or agents shall obtain a one-year permit for displaying such signs and shall be subject to a uniform fee to be assessed annually in an amount to be determined by The Committee.

Section 4. GENERAL REGULATIONS.

4.1 Maintenance. All signs shall be maintained in a safe and neat condition to the satisfaction of the Building Inspector and in accordance with requirements of the State Building Code. Structural damage, missing letters, or other deterioration obscuring content shall be remedied within sixty days or the sign removed.

4.2 Prohibitions.

4.2.1 Illumination.

a. Illuminated signs shall be lighted by a steady stationary light, shielded and directed solely at or internal to the sign.
b. No illumination shall be permitted which casts glare onto any residentially used premises or onto any portion of a way so as to create a traffic hazard, or which results in average face brightness exceeding 60-foot lamberts elsewhere.
c. No sign shall be illuminated after 11 P.M. and before 7 A.M., unless related to a retail establishment during hours it is open to the public. In an emergency declared by the Selectmen, however, hours of permissible illumination may be expanded or curtailed to the extent and for such period as the Selectmen may require.

4.2.2 Location.

a. No sign shall be erected at the intersection of any streets or of a street and driveway in such a manner as to obstruct free and clear vision; or at any location where, by reason of its position, shape, or color, it may interfere with, or obstruct the view of, or be confused with any authorized traffic sign, signal, or device.
b. No signs shall be attached to motor vehicles, trailers or other movable objects regularly or recurrently located for fixed display.
c. No sign shall be attached to a radio, television, or water tower, or any other type of tower or smoke stack.
d. No sign shall extend above or beyond the end of the wall to which it is attached, nor overhang a street or sidewalk by more than the thickness (up to 12") of a flat wall sign.
e. No portion of any sign shall be located above the roof line of a building. Roof line means the intersection of the exterior wall and the roof.
f. No freestanding sign shall be located within a required side or rear yard or within fifteen feet of a street line, or extend more than twenty feet above adjoining ground level.

4.2.3 Type.

a. A V-shaped sign consisting of two single-faced signs shall not be permitted.
b. Pennants, streamers, advertising flags, spinners, or similar devices shall not be permitted.
c. No animated or revolving sign shall be permitted, and only time and temperature indicators shall be allowed to flash.

Section 5. PERMITTED SIGNS.

5.1 All Zoning Districts. The following signs are allowed in all zoning districts:

a. One on-premises sign, either attached or free-standing, indicating only the name and/or profession of the owner or occupant, the street and/or number, not to exceed two square feet in area. No permit is required.
b. One off-premises directional sign may be erected and maintained within the public right-of-way at any intersection if authorized by the Selectmen, or on private property if authorized following an application and hearing by The Committee in accordance with Section 3.2 and 3.3 of this By-Law. Such signs shall be permitted only upon The Committee's determination that the sign will promote the public interest, will not endanger the public safety, and will be of such size, location, and design as will not be detrimental to the neighborhood. At locations where directions to more than one establishment are to be provided, all such directional information shall be incorporated into a single structure. All such directional signs shall be unlighted and each shall be not over four square feet in area.
c. Signs of not more than a total of twelve square feet in area, erected for charitable, educational, political, or religious purposes. No permit is required.
d. (i) A temporary unlighted real estate sign not larger than twelve square feet in area, advertising the sale, rental, or lease of the premises or subdivision on which it is erected.
   (ii) A temporary unlighted sign not larger than twelve square feet indicating the name, address, and telephone number of the parties involved in construction on the premises.
   (iii) For a development of six or more lots or dwelling units, one sign not larger than twelve square feet at each visible street entrance to the development from a prior existing way indicating the name, address, and telephone number of the parties involved in construction on the premises.
e. One bulletin board not exceeding twelve square feet for and on the premises of a public, charitable, educational, political or religious institution. No permit is required to change the lettering on such a bulletin board.

f. One memorial sign or tablet indicating the name of the building and/or date of erection, if not exceeding 2% of the area of the wall to which it is attached, and if carved into or attached in such a way as to be an integral part of the building, and without separate illumination.

5.2 Single Residence, General Residence, Apartment, and Institutional Zoning Districts.

a. One on-premises sign, either attached or free-standing, oriented to each street on which the premises abut, each such sign not to exceed twelve square feet in area, indicating the nonresidential principal use or uses of the premises.
b. One on-premises sign, either attached or free-standing, stating the name of the apartment complex if it contains more than six units, such sign not to exceed twelve square feet.

5.3 Business, Industrial, and Industrial Park Zoning Districts.

5.3.1 Number. In addition to signs allowed under 5.1, one permanent sign, whether permanently attached or freestanding, is permitted as further described in Sections 5.3.2 and 5.3.3 of this By-Law for each occupant of separate space per street that the premises abut.

5.3.2 Permanent Attached Signs. The total area of all permanent attached signs shall be not more than fifteen percent of the projected area of the elevation they are attached to, shall not exceed 32 square feet, and no sign shall exceed one hundred square feet in area if oriented for visibility from Route 128 (I-95). If a sign is orientated for visibility from Route 128 (I-95) and is to exceed 32 square feet, then it must be approved by The Committee, and The Committee shall approve it only if it finds it complies with the design guidelines established in Section 3.5 of this By-Law.

5.3.3 Permanent Freestanding Signs.

a. Area: not more than thirty-two square feet, and not more than sixty square feet if oriented for visibility from Route 128 (I-95). If a sign is orientated for visibility from Route 128 (I-95) and is to exceed 32 square feet, then it must be approved by The Committee, and The Committee shall approve it only if it finds it complies with the design guidelines established in Section 3.5 of this By-Law.
b. Visibility: Every freestanding sign placed within thirty feet of the curb line of intersecting streets and driveways shall have an open space of at least eight feet from the ground to the base of the sign.
c. All freestanding signs on the same parcel of land shall be attached to the same support.

5.3.4 Temporary Signs. Temporary signs, in addition to signs allowed under Section 5.3.1, are permitted only if unlighted inside of windows, occupying not more than 25% of the area of each window, and advertise sales, special events, or changes in the nature of an operation, but shall not otherwise be used to advertise a continuing or regularly recurring business operation, and shall be removed promptly when the information they display is out of date or no longer relevant. No permit is required.

5.4 Table of Sign Areas. In conformity with Sections 5.1-5.3 above all signs shall also conform with the following table:

TYPE	MAXIMUM AREA (Square Feet)
Sale, lease, rental, subdivision signs §5.1.d.(i)	12
Construction §5.1.d.(ii)	12
Development of 6 or more units or lots §5.1.d.(i)	12
Real estate signs §5.1.d.(i)	12
Religious, educational, charitable or political institutions §5.1.c	12
All Zoning Districts §5.1.a	2
Nonresidential principal uses in residential districts §5.2.a	12
Apartment complexes §5.2.b	12
Business, Industrial, or Industrial Park Districts:	
Attached §5.3.2	32
Attached if visible from Route 128 §5.3.2	100
Freestanding §5.3.3	32
Freestanding if visible from Route 128 §5.3.3	60
Off-premises directional signs §5.1.b	4
Bulletin boards for institutions §5.1.e	12

Section 6. VIOLATIONS.

6.1 Penalty. Any person violating any provisions of this By-Law shall be subject to a penalty up to the maximum amount allowed for each offense under the noncriminal processes authorized at M.G.L. Chapter 40, Section 21D. Each day that the violation continues shall be considered a separate offense.

6.2 Notice and Removal. Existing signs which violate this By-Law shall be removed or brought into conformity with this By-Law within thirty days of notification of violation and by the Building Inspector unless he authorizes a longer period necessitated by unavailability of parts.

6.3 Pre-existing, Non-Comforming Signs. Signs erected prior to February 24, 1986 and not enlarged, redesigned, or structurally altered after that date other than pursuant to a permit issued by the Building Inspector shall not have to be removed or brought into conformity with the By-Law until February 24, 1996.

Section 7. SEVERABILITY CLAUSE.

This By-Law, and its various parts, sections and clauses thereof, are hereby declared to be severable. If any part, section or clause is adjudged invalid by the Attorney General or by a court of competent jurisdiction, the remainder shall remain in full force and effect.

ARTICLE 4

To see if the Town of Needham will accept the provisions of Section 13 of Chapter 188 of the Acts of 1985 as most recently amended by Chapter 704 of the Acts of 1985; or take any other action relative thereto.

Summary of Section 13 of Chapter 188 of the Acts of 1985

Section 13 of Chapter 188 of the Acts of 1985, establishes a professional development grant program for the purpose of supplementing teacher compensation. Upon acceptance of the law, the town would be eligible to receive grants from the Commonwealth of Massachusetts. The grants shall be deposited with the Town Treasurer to be expended by the School Committee, without further appropriation, for professional development grants to teachers as compensation. The School Committee shall apportion the grants in accordance with agreements negotiated between it and the teachers collective bargaining unit. The amount of money to be awarded to a city, town, or school district shall be the amount of money appropriated by the state legislature, multiplied by a fraction, the numerator of which shall be the number of pupils enrolled in the day program of that city, town, district, educational collaborative and independent vocational schools, and the denominator of which shall be the total number of pupils enrolled in day programs of all cities, towns, districts, educational collaboratives and independent vocational schools.

MOVED: That the Town vote to accept the provisions of Section 13 of Chapter 188 of the Acts of 1985, as most recently amended by Chapter 704 of the Acts of 1985.

Mrs. Colleen Schaller, Chairman, School Committee, moved that the subject matter of Article 4, of this Special Town Meeting be referred to the School Committee for further study, and the School Committee report to the 1986 Annual Town Meeting with its recommendations as to what action shall be taken relative thereto.

After a brief discussion, Mr. William R. Dermody moved the previous question as to the main motion and the motion to refer and it was so voted by voice vote.

The motion to refer was presented, but failed to pass by voice vote.

ACTION: The main motion was presented and carried by voice vote.

A motion to reconsider the subject matter of Article 4 was offered by Mr. Daniel P. Matthews after the main motion was voted in the affirmative prior to the disposition of Article 4.

After a brief discussion, Mr. Dexter H. Marsh, Jr. moved the previous question and it was so voted by voice vote.

Mr. Matthew's motion to reconsider the subject matter of Article 4 was presented, but it failed to pass by voice vote.

ARTICLE 5

To see if the Town will appropriate a sum of money for the design and inspection service for the repair or reconstruction of the bridge on Kendrick Street over the Charles River at the Newton line; or take any other action relative thereto.

MOVED: That the Town vote to appropriate the sum of $34,000.00 for the design and inspection service for the repair or reconstruction of the bridge on Kendrick Street over the Charles River at the Newton Town line, said money to be expended under the direction of the Director of Public Works and the Board of Selectmen, said sum to be raised from free cash.

Mr. H. Phillip Garrity, Jr., Chairman, presented this proposal on behalf of the Board of Selectmen. He advised that the bridge is owned jointly by the Town of Needham and the City of Newton. He also noted that under Massachusetts General Laws Chapter 90 the state will pay 50% of the cost for the design and inspection service for the repair or reconstruction of the bridge.

After a brief discussion, Mr. Francis G. Denneen moved the previous question and it was so voted unanimously by voice vote.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 6

To see if the Town will vote to amend the Zoning By-Law of the Town of Needham as follows:

By deleting Section 4.5.5 in its entirety and inserting a new Section 4.5.5; Side and Rear Setbacks Adjoining Residential Districts

> "Where an area changed to a manufacturing, industrial, or industrial park district after April 15, 1955 adjoins a residential district, no building or structure for a non residential use shall be placed or constructed within fifty (50) feet of the residential district boundary, and within said strip, which shall be suitably landscaped, there shall be no accessory use including parking or storage, except that the Board of Appeals may grant a special permit for fences, off-street parking or loading, or service drives."

or take any other action relative thereto.

MOVED: That the Town vote to amend the Zoning By-Law of the Town of Needham as follows:

By deleting Section 4.5.5 in its entirety and inserting a new Section 4.5.5; Side and Rear Setbacks Adjoining Residential Districts

"Where an area changed to a manufacturing, industrial, or industrial park district after April 15, 1955 adjoins a residential district, no building or structure for a non residential use shall be placed or constructed within fifty (50) feet of the residential district boundary, and within said strip, which shall be suitably landscaped, there shall be no accessory use including parking or storage, except that the Board of Appeals may grant a special permit for fences, off-street parking or loading, or service drives."

Mr. John H. Cogswell, Chairman, presented this proposal on behalf of the Planning Board.

ACTION: The main motion was presented and carried unanimously by voice vote.

At 11:45 P.M. Mr. H. Phillip Garrity, Jr. moved that the Special Town Meeting be dissolved in memory of Florence S. Grinspoon under the following Resolution:

RESOLUTION

In Honor of Florence Grinspoon

WHEREAS, Florence Grinspoon was a long time resident of the Town of Needham and a Charter Member of the League of Women Voters, who actively contributed to community life in many ways during her residency, and

WHEREAS, Florence Grinspoon was an elected Town Meeting Member from Precinct A for 25 years, whose attendance record was indicative of her strong interest in Town affairs, and

WHEREAS, Florence Grinspoon served as a dedicated member of the Needham Council on Aging for more than 12 years, serving that organization and Needham's Senior Citizens from 1973 until her recent passing, and

NOW, THEREFORE, BE IT RESOLVED that this Town Meeting extends its condolences to the Grinspoon Family, and

FURTHER, BE IT RESOLVED by this body that this Special Town Meeting be adjourned in honor of the many contributions of Florence Grinspoon to the Town of Needham.

ACTION: Said Resolution was presented and carried unanimously by voice vote.

Theodora K. Bertolet, C.M.C.
Town Clerk

ATTEST:

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TOWN ELECTION RECORDS
April 14, 1986

Pursuant to a Warrant issued by the Selectmen February 25, 1986, the Inhabitants of the Town of Needham qualified to vote in elections met at the polling places designated for the several precincts in said Needham on Monday, April 14, 1986, at forty-five minutes after six o'clock in the forenoon.

The meeting was called to order and the Warrant and the Officer's Return were read by the Wardens of the Precincts, the reading of the articles in the Warrant being waived upon motion.

The ballot clerks were sworn to the faithful performance of their duties by their respective Wardens.

The polling places had been designated as follows:

Precinct A - Hillside School
Precinct B - Hillside School
Precinct C - Newman Middle School
Precinct D - High Rock School
Precinct E - Pollard Middle School
Precinct F - Stephen Palmer Community Room
Precinct G - Broadmeadow School
Precinct H - Broadmeadow School
Precinct I - William Mitchell School - Gymnasium
Precinct J - William Mitchell School - Gymnasium

The polls were opened at forty-five minutes after six o'clock in the forenoon and were kept open until eight o'clock in the afternoon.

ARTICLE 1
To choose by ballot the following Town Officers:

One Moderator for One Year;
One Selectman for Three years;
One Town Clerk for Three Years;
One Assessor for Three Years;
Three Members of School Committee for Three Years;
Two Trustees of Memorial Park for Three Years;
Two Trustees of Needham Public Library for Three Years;
One Member of Board of Health for Three Years;
One Member of Planning Board for Five Years;
One Member of Planning Board for Three Years;
One Member of Needham Housing Authority for Five Years;
One Commissioner of Trust Funds for Three Years;
Two Members of Park and Recreation Commission for Three Years;
One Member of Park and Recreation Commission for One Year;
Five Town Meeting Members from Precinct A for Three Years;
One Town Meeting Member from Precinct A for Two Years;
One Town Meeting Member from Precinct A for One Year;
Ten Town Meeting Members from Precinct B for Three Years;
Two Town Meeting Members from Precinct B for One Year;
Thirteen Town Meeting Members from Precinct C for Three Years;
One Town Meeting Member from Precinct C for Two Years;
Thirteen Town Meeting Members from Precinct D for Three Years;
Ten Town Meeting Members from Precinct E for Three Years;
One Town Meeting Member from Precinct E for One Year;
Six Town Meeting Members from Precinct F for Three Years;
One Town Meeting Member from Precinct F for One Year;
Seven Town Meeting Members from Precinct G for Three Years;
One Town Meeting Member from Precinct G for Two Years;
Nine Town Meeting Members from Precinct H for Three Years;
Seven Town Meeting Members from Precinct I for Three Years;
One Town Meeting Member from Precinct I for Two Years;
Nine Town Meeting Members from Precinct J for Three Years.

The ballot box returns in the Precincts were as follows:

PRECINCTS	A	B	C	D	E
6:45 A.M.	0	0	0	0	0
7:00 A.M.	1	5	11	2	7
8:00 A.M.	13	33	48	38	31
9:00 A.M.	29	55	86	73	77
10:00 A.M.	47	86	124	98	132
11:00 A.M.	77	118	185	127	158
12:00 NOON	96	148	213	163	181
1:00 P.M.	119	173	258	196	219
2:00 P.M.	141	204	324	213	254
3:00 P.M.	162	237	371	245	282
4:00 P.M.	183	269	428	294	325
5:00 P.M.	210	321	497	344	384
6:00 P.M.	255	377	597	427	464
7:00 P.M.	294	429	671	494	572
8:00 P.M.	343	479	743	552	670

PRECINCTS	F	G	H	I	J
6:45 A.M.	0	0	0	0	0
7:00 A.M.	1	7	6	3	6
8:00 A.M.	21	23	31	20	36
9:00 A.M.	57	47	55	44	74
10:00 A.M.	101	70	73	66	99
11:00 A.M.	126	94	115	93	135
12:00 NOON	150	114	164	128	160
1:00 P.M.	163	137	192	166	177
2:00 P.M.	188	155	218	171	192
3:00 P.M.	217	176	249	191	217
4:00 P.M.	251	208	288	233	258
5:00 P.M.	291	251	344	278	306
6:00 P.M.	337	313	417	334	389
7:00 P.M.	407	372	482	389	440
8:00 P.M.	467	426	525	424	513

(The absentee ballots are included in the Total Vote)

TOTAL VOTE CAST: 5,142 - 29.5%

The Town Clerk and the Board of Registrars upon receipt of the returns from the several precincts forthwith canvassed the same and announced the official results at 9:59 P.M., April 14, 1986.

TOWN OFFICES

	A	B	C	D	E	F	G	H	I	J	TOTAL
Total Number of Votes Cast	343	479	743	552	670	467	426	525	424	513	5,142
MODERATOR (For one year) (Vote for One)											
Richard P. Melick	251	339	566	412	505	346	320	416	314	373	3,842
Blanks	92	140	177	140	165	121	106	109	110	140	1,300
SELECTMAN (For three years) (Vote for One)											
H. Phillip Garrity, Jr.	230	303	527	376	494	302	304	383	322	372	3,613
Richard E. Jones	70	120	115	121	111	111	75	95	62	68	948
Blanks	43	56	101	55	65	54	47	47	40	73	581
TOWN CLERK (For three years) (Vote for One)											
Theodora K. Bertolet	264	367	585	444	524	367	327	419	329	383	4,009
Blanks	79	112	158	108	146	100	99	106	95	130	1,133
ASSESSOR (For three years) (Vote for One)											
Herbert L. Dodge	221	321	517	371	452	310	285	372	285	347	3,481
Blanks	122	158	226	181	218	157	141	153	139	166	1,661
SCHOOL COMMITTEE (For three years) (Vote for Three)											
Joan W. Swartz	233	272	448	295	329	230	218	296	256	327	2,904
Arthur A. Bloom	138	107	123	99	97	55	46	88	63	95	911
Margaret G. Murphy	163	295	411	359	466	307	309	336	304	291	3,241
Caroline D. Murray	152	268	445	363	456	301	305	302	269	296	3,157
Dana W. Story, Jr.	141	217	365	250	279	197	183	240	173	164	2,209
Scattered Write-Ins	-	-	-	-	-	-	-	1	-	-	1
Blanks	202	278	437	290	383	311	217	312	207	366	3,003
TRUSTEE OF MEMORIAL PARK (For three years) (Vote for Two)											
Roger D. Goodwin	136	197	280	223	276	173	163	225	185	189	2,047
Andrew L. Lawson	139	223	283	249	290	214	170	235	186	223	2,212
Ron Sockol	235	319	530	375	409	292	262	335	267	334	3,358
Scattered Write-Ins	-	-	-	-	-	-	-	-	1	-	1
Blanks	176	219	393	257	365	255	257	255	209	280	2,666
TRUSTEE OF PUBLIC LIBRARY (For three years) (Vote for Two)											
Roma Jean Brown	228	315	512	372	470	307	286	365	297	334	3,486
Charles F. C. Henderson	212	306	482	357	420	309	275	346	284	309	3,300
Blanks	246	337	492	375	450	318	291	339	267	383	3,498
BOARD OF HEALTH (For three years) (Vote for One)											
John D. Fernald	239	333	527	379	472	328	297	385	307	349	3,616
Blanks	104	146	216	173	198	139	129	140	117	164	1,526
PLANNING BOARD (For five years) (Vote for One)											
Norman A. Homsy	239	315	496	364	444	304	271	355	291	347	3,426
Scattered Write-Ins	-	-	-	-	-	-	-	1	-	-	1
Blanks	104	164	247	188	226	163	155	169	133	166	1,715
HOUSING AUTHORITY (For five years) (Vote for One)											
John T. Wallace	223	304	483	350	421	291	260	343	273	317	3,265
Blanks	120	175	260	202	249	176	166	182	151	196	1,877
COMMISSIONER OF TRUST FUNDS (For three years) (Vote for One)											
Robert E. Kettlety	225	317	516	367	453	321	288	364	300	332	3,483
Blanks	118	162	227	185	217	146	138	161	124	181	1,659
PARK AND RECREATION COMMISSION (For three years) (Vote for Two)											
Barrie E. Little-Gill	209	289	475	356	432	291	277	378	290	303	3,300
Normand L. Provencher	210	290	465	346	426	287	274	344	284	322	3,248
Blanks	267	379	546	402	482	356	301	328	274	401	3,736
PARK AND RECREATION COMMISSION (FOr one year) (Vote for One)											
Earl Baker	105	125	198	167	159	119	100	164	99	121	1,357
David F. Eldridge III	188	271	426	306	400	280	251	282	252	278	2,934
Blanks	50	83	119	79	111	68	75	79	73	114	851
PLANNING BOARD (For three years) (Vote for One)											
Paul Killeen	222	301	483	355	428	297	259	350	277	322	3,294
Blanks	121	178	260	197	242	170	167	175	147	191	1,848

TOWN MEETING MEMBERS

* Not Elected # Tie Vote

PRECINCT A (For three years) (Vote for not more than Five)

Francis G. Denneen	188
Carolyn M. Spiros	198
Jo-Ann Miles	184
Herbert Robinson	209
Write-In:	
Wanda Lempitski	12

PRECINCT A (For two years) (Vote for One)

Richard S. Creem	226

PRECINCT A (For one year) (Vote for One)

Leah M. Golden	238

PRECINCT B (For three years) (Vote for not more than Ten)

Agnes M. Bassett	236
# Richard A. Davis	207
Lois M. Duffy	222
Susan M. Glazer	223
Kathleen M. Kelly	232
* Lee B. Manning	159
* G. Leonard McIntosh	166
Eric D. Sockol	215
Stanley R. Tippett	220
Frederick Waldman	179
Mary Lou Evans	210
# Priscilla J. Leavitt	207

PRECINCT B (For one year) (Vote for not more than Two)

Sandra E. Jaszek	158
Barbara A. Nelson	208
* Anne S. Rogal	139

PRECINCT C (For three years) (Vote for not more than Thirteen)

Philip A. Christophe	395
Michael Cohen	322
Gilbert W. Cox, Jr.	424
Lida Eisenstadt Harkins	375
Robert E. Hawes	372
Nancy J. Kravets	328
Daniel L. Lintz	320
Edith B. Martin	368
Betsey C. Perry	333
Lois Sockol	462
Earl Baker	339
Brian A. Cusack	336
Rita A. Russian	361

PRECINCT C (For two years) (Vote for One)

Judith S. Lebow	394

PRECINCT D (For three years) (Vote for not more than Thirteen)

Joan Adams	260
* Mark T. Beaudouin	130
Edward L. Davis, Jr.	244
Alden Eberly	206
Victor E. Gatto	287
Arthur J. Lewis	207
Richard L. Malconian	195
Ronald L. Morrison	212
Andrea P. Rae	184
Joyce S. Rockmore	243
Donald F. Russell	193
* George M. Watson, Jr.	115
Nelson T. Everts	164
Cynthia A. Ganung	195
* Elisabeth Golub	120
Kathy L. Killeen	168
* David J. Sexton	138
* Gary J. Uhl	142
* Thomas J. Zappala	109

PRECINCT E (For three years) (Vote for not more than Ten)

William C. Bauer	290
James A. Brett	321
Frank L. Bridges	310
Roma Jean Brown	339
* Daniel L. Comiskey	249
Mary H. Dickert	346
John D. Fountain	296
James L. Kenefick	322
Donald E. Kidd	329
Margaret G. Murphy	428
David L. Gillmeister	264

PRECINCT E (For one year) (Vote for One)

Maryruth Perras	381

PRECINCT F (For three years) (Vote for not more than Six)

Edward J. Davis	219
Brendan R. Fay	263
# Susan D. Fleming	243
# Francis G. Mahoney	243
* Robert Lee Sullivan, Jr.	212
Arthur M. Tiernan, Jr.	247
Robert T. Timmerman, II	261

TOWN MEETING MEMBERS (Cont'd)

* Not Elected # Tie Vote

PRECINCT F (For one year) (Vote for One)

* Herbert C. Stowe	149
Catherine C. Wong	225

PRECINCT G (For three years) (Vote for not more than Seven)

* Peter W. Carre	202	George L. Keleher	222
Robert E. Chase	235	Frederick J. Lynch, Jr.	207
Elinor R. Devlin	220	Vincent C. Nuccio	205
# Susanne D. Hughes	217	# Deborah C. Wentworth	217

PRECINCT G (For two years) (Vote for One)

Therese E. Burke	265

PRECINCT H (For three years) (Vote for not more than Nine)

Willard R. Bliss	350	Edward B. Murphy	359
Robert G. Carleton	330	George E. Peznola	311
Edward A. Contanelli	344	Write-Ins:	
Barbara Buckley Doyle	372	Owen M. Kilcommins	24
Richard A. McKern	327	Richard A. Zimbone	8

PRECINCT I (For three years) (Vote for not more than Seven)

Peter B. Benfield	209	Elaine E. Messias	216
John W. Day	244	Kenneth M. Morrison	237
Claire Kroll Fusaro	219	* John E. Merna	181
Warner B. Hartford	210	Walter S. Shields	246

PRECINCT I (For two years) (Vote for not more than One)

Judith M. Belgrade	268

PRECINCT J (For three years) (Vote for not more than Nine)

Arthur E. Cox	242	Marcia C. Mather	209
Foster S. Crook	217	John R. Prihoda	219
John J. Gill	213	Joan W. Swartz	307
Mary Ellen Herd	300	* Robert C. Hinrichs	184
* Robert E. Kettlety	204	Mary Claire Markarian	222
		Lynne D. Stern	230

The ballots cast in the several precincts were returned to the Town Clerk in the sealed containers. The voting lists used at the entrances to the polling places and at the ballot boxes and a copy of the precinct record of the election were also returned, all properly sealed in conformity with the law governing elections.

Adjourned at 9:59 P.M., April 14, 1986.

Theodora K. Bertolet, CMC
Town Clerk

A True Copy

Attest:

* * * *

ELECTION
(To Fill a Vacancy in Precinct E
for Town Meeting Member)

April 29, 1986
7:00 P.M.

In accordance with Section 9, Chapter 403 of the Acts of 1971 (Town Charter), a meeting of the Town Meeting Members from Precinct E was held on Tuesday evening, April 29, 1986, at 7:00 P.M. for the purpose of electing a Town Meeting Member to serve until the next Annual Town Election on April 13, 1987. A quorum was present; ballots were cast with the following results:

Miriam E. Kronish . . . . . 9 votes
Dora M Federico . . . . . 4 votes
Rhonda N. MacFarland . . . . . 3 votes

THEORDORA K. BERTOLET
Town Clerk

ANNUAL TOWN MEETING FOR THE
TRANSACTION OF BUSINESS

May 5, 1986

Pursuant to a Warrant issued by the Selectmen February 25, 1986, the Inhabitants of the Town of Needham qualified to vote in Town affairs met in the Derwood A. Newman Middle School on Monday, May 5, 1986, at 7:30 o'clock in the afternoon.

The checkers appointed by the Selectmen were sworn to the faithful performance of their duties by the Town Clerk.

Check lists were used and 301 voters, including 239 Town Meeting Members, were checked on the list as being present.

The Pollard Middle School Stage Band, under the direction of Miss Millie Bean, performed prior to the call to the meeting. Robert Sagan is the Director of the Band.

The meeting was called to order at 7:30 o'clock by the Moderator, Richard P. Melick. The colors were presented by Eagle Scout Rone Vignos and Girl Scouts Theresa Baker and Sarah Murray, while those present stood and pledged allegiance to the flag.

Rabbi Rifat Sonsino, Temple Beth Shalom, gave the invocation. Following this, the call to the meeting and the officer's return were read by the Town Clerk, the reading of the articles in the Warrant being waived upon motion.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

The Town Meeting Members were sworn to the faithful performance of their duties by the Town Clerk.

The Moderator announced the following ground rules and these were adopted unanimously:

1. A speaker will be ruled out of order who refers to personalities. Let us remember that we are one Town Meeting Family with a common goal: the best interest of the community.

2. Rise to be recognized and address the chair; speak your name so that the Town Clerk can complete her records.

3. Time limits of debate:

   15 minutes - Committee chairmen, proponents, attorneys representing proponents.

   10 minutes - Town Meeting Members, attorneys representing other than proponents.

   5 minutes - Non-Town Meeting Members, visitors other than attorneys.

4. Disclosure required by one employed as an attorney by another who is interested in a matter; General By-Laws, Art. I, section 5.

5. Any speaker who addresses the merits of a matter shall not be permitted to place on the floor immediately following the speaker's remarks, a motion to move the previous question or a motion to limit debate; General By-Laws, Art. I, section 8.

Changes in affirmative motions as contrasted with articles were noted by the Moderator.

The Moderator asked unanimous consent to omit the reading of the articles and to refer to them by number only. Any Town Meeting Member who wished to "question" or "debate" should so indicate when the number was called and those articles not so indicated would be adopted by unanimous consent. There was no objection and the Moderator declared this method to be adopted unanimously.

The moderator then proceeded to call each article in the Warrant by number commencing with Article No. 2. No Town Meeting Member responded with "question" or "debate" to the following articles: 3, 4, 14, 27, 42.

The Moderator called each of the above-mentioned articles by number and no objection was heard to adoption by unanimous consent. The Moderator stated that the Town Counsel had filed copies of an affirmative motion for each article on April 28, 1986, seven days prior to the Town Meeting, and that the motions had been available for public scrutiny since that date. It was moved that all affirmative motions for the above-mentioned articles be adopted by unanimous consent. It was so unanimously voted and the Town Clerk was requested to so record. As a result thereof, said articles and the votes thereunder are as follows:

ARTICLE 3

To see if the Town will vote to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money, from time to time in anticipation of the revenue of the financial year beginning July 1, 1986 in accordance with the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within a year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17; or take any other action relative thereto.

MOVED: That the Town authorize the Town Treasurer, with the approval of the Selectmen, to borrow money, from time to time in anticipation of the revenue of the financial year beginning July 1, 1986 in accordance with the provisions of General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within a year, and to renew any note or notes as may be given for a period of less than one year in accordance with General Laws, Chapter 44, Section 17.

ACTION: So voted by unanimous vote.

ARTICLE 4

To see what disposition the Town will make of the monies received pursuant to General Laws, Chapter 140, Section 172 as the Town's share of the unexpended balance of the Dog Fund; or take any other action relative thereto.

MOVED: That the sum of $1,277.88 received pursuant to General Laws Chapter 140, Section 172 as the Town's share of the unexpended balance of the Dog Fund be appropriated for use of the Public Library.

ACTION: So voted by unaminous vote.

ARTICLE 14

To see if the Town will vote to authorize the Board of Selectmen to accept and enter into contract for the expenditure of any funds allotted to or to be allotted by the Commonwealth and/or County for the construction, reconstruction and improvement of Town roads; or take any other action relative thereto.

MOVED: That the Town authorize the Board of Selectmen to accept and enter into contract for the expenditure of any funds allotted to or to be allotted by the Commonwealth and/or County for the construction, reconstruction and improvement of Town roads.

ACTION: So voted by unaminous vote.

ARTICLE 27

To see if the Town will vote to amend its General By-Laws Article XVII Fee and Registration Schedule Applicable to Flammable Licenses Registration and Permits.

Permits for the Storage of Flammables Issued by the Fire Chief, by adding a new line as follows:

"Waste Oil $10.00";

or take any other action relative thereto.

MOVED: That the Town amend its General By-Laws Article XVII Fee and Registration Schedule Applicable to Flammable Licenses Registration and Permits.

Permits for the Storage of Flammables Issued by the Fire Chief, by adding a new line as follows:

"Waste Oil $10.00".

ACTION: So voted by unaminous vote.

ARTICLE 42

To see if the Town will vote to continue the Future School Needs Committee, its members to be appointed by the Town bodies, as originally established by vote under Article 77 of the 1951 Annual Town Meeting; and last continued by vote under Article 45 of the 1985 Annual Town Meeting; direct and authorize said Committee to continue its work - studying population trends and other factors which impact on the future adequacy of school facilities as heretofore authorized and to report with its recommendation to the next Annual Town Meeting or sooner; or take any other action relative thereto.

MOVED: That the Town continue the Future School Needs Committee, its members to be appointed by the Town bodies, as originally established by vote under Article 77 of the 1951 Annual Town Meeting; and last continued by vote under Article 45 of the 1985 Annual Town Meeting; direct and authorize said Committee to continue its work - studying population trends and other factors which impact on the future adequacy of school facilities as heretofore authorized and to report with its recommendation to the next Annual Town Meeting or sooner.

ACTION: So voted by unaminous vote.

At this time the Moderator proceeded to the remaining articles in the Warrant.

ARTICLE 2

To hear and act on the reports of Town Officers and Committee.

MOVED: That the reports of Town Officers and Committees be accepted.

Mr. David Z. Webster, Chairman, Trustees of Glover Memorial Hospital, presented a brief update on the activities of the Hospital since the 1985 Annual Town Meeting.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 3 was adopted unanimously earlier.

ARTICLE 4 was adopted unanimously earlier.

ARTICLE 5

To see if the Town will vote to accept the provisions of Chapter 308 of the Acts of 1985; or take any other action relative thereto.

Summary:

Chapter 308 of the Acts of 1985 amends General Laws, Chapter 140, by adding Section 147A, which provides that if a Town accepts the Act, the Town is empowered to enact by-laws and ordinances relative to the regulation of dogs which are not inconsistent with Chapter 147, as it relates to a) the turning over or sale of animals to any business or institution, registered as a research facility or animal dealer, b) the minimum confinement period of dogs, c) or the methods of execution of the dogs.

All functions relating to the regulation of dogs which have been performed by the County of Norfolk will no longer be done by the County but by the Town.

The Town will no longer be a member of the County Dog Fund. All costs and expenses relating to the regulation of dogs will not be paid out of the County Dog Fund.

The Town may establish fees for licensing, fines and penalties.

Licensing fees and fines shall be paid into the Town Treasury to be used by the Town, for any purposes, including the regulating of dogs.

MOVED: That the Town accept the provisions of Chapter 308 of the Acts of 1985.

ACTION: The motion was presented and carried by voice vote.

ARTICLE 6

To see if the Town will vote to amend the General By-Laws of the Town of Needham, Article XIV Dog Regulations as follows:

By adding to the end of Section 1 the following sentence, "No person shall permit a dog owned or kept by him on any property under the control of the School Committee except with the permission of the School Committee, or on any property used as Town park, playground or recreation area without the permission of the Park and Recreation Commission".

And by amending Section 3 by deleting it in its entirety and inserting a new Section 3 as follows:

"The Animal Control Officer is hereby authorized to seek a complaint against the owner or keeper of a dog who is found to have violated the provisions of Section 1 or 2 of this Article, for which the following penalties shall be imposed:

1. First offense - $25.00
2. Second and each subsequent offense - $50.00"

And by Amending Section 4 by deleting the words "Section 1 and 2" and inserting in place thereof the words "Section 1 or 2".

And by amending Section 6 by deleting the words "fine of $25." the two times they appear and inserting in place thereof the words "fine of $50."; or take any other action relative thereto.

MOVED: That the Town amend the General By-Laws of the Town of Needham, Article XIV Dog Regulations as follows:

By adding to the end of Section 1 the following sentence, "No person shall permit a dog owned or kept by him on any property under the control of the School Committee except with the permission of the School Committee, or on any property used as Town park, playground or recreation area without the permission of the Park and Recreation Commission".

And by amending Section 3 by deleting it in its entirety and inserting a new Section 3 as follows:

"The Animal Control Officer is hereby authorized to seek a complaint against the owner or keeper of a dog who is found to have violated the provisions of Section 1 or 2 of this Article, for which the following penalties shall be imposed:

1. First offense - $25.00

2. Second and each subsequent offense - $50.00"

And by Amending Section 4 by deleting the words "Section 1 and 2" and inserting in place thereof the words "Section 1 or 2".

And by amending Section 6 by deleting the words "fine of $25." the two times they appear and inserting in place thereof the words "fine of $50.".

Mr. Norman P. Jacques addressed this article on behalf of the Board of Selectmen.

A motion to amend was offered by Mrs. Elizabeth E. Anderson to add the words "or Needham Conservation Commission." after the words Park and Recreation Commission.

A second motion to amend was offered by Mr. Robert A. Downs by striking the provisions to Section 1.

After a brief discussion Mr. James M. Colman moved the previous question and when presented, the Moderator was in doubt as to the voice vote. The following tellers were sworn in by the Moderator: Susan D. Fleming, Meredith P. Page, Frank L. Bridges, F. Hartwell Swaffield, Donald F. Russell, George D. Krech. The motion to move the previous question was again presented, but it failed to pass by the required two-thirds vote. The hand count was Yes 123 - No 101.

Mr. Harry Greenlaw, Dog Officer, addressed this article and answered any questions presented by Town Meeting Members.

A third motion to amend was offered by Mr. Charles J. Hely to add after the words "or Needham Conservation Commission" the words "or Memorial Park Trustees whichever entity has responsibility for the property.".

Mr. Richard Malconian moved the previous question as to the main motion and the three motions to amend. The motion was presented and carried by voice vote.

Mr. Robert Down's motion to amend was presented but the Moderator was in doubt as to the voice vote. The motion to amend was again presented and carried by a count of hand. The hand count was Yes 131 - No 91.

ACTION: The main motion, as amended, was presented and carried by voice vote.

VOTED: That the Town amend the General By-Laws of the Town of Needham, Article XIV Dog Regulations as follows:

By amending Section 3 by deleting it in its entirety and inserting a new Section 3 as follows:

"The Animal Control Officer is hereby authorized to seek a complaint against the owner or keeper of a dog who is found to have violated the provisions of Section 1 or 2 of this Article, for which the following penalties shall be imposed:

1. First offense - $25.00

2. Second and each subsequent offense - $50.00"

And by Amending Section 4 by deleting the words "Section 1 and 2" and inserting in place thereof the words "Section 1 or 2".

And by amending Section 6 by deleting the words "fine of $25." the two times they appear and inserting in place thereof the words "fine of $50.".

ARTICLE 7

To see if the Town will vote to fix the compensation of the following elected officers of the Town as of July 1, 1986 as required by the General Laws, Chapter 41, Section 108, and as recommended by the Personnel Board, and subject to the longevity provisions of paragraph (j) Section 20 of the Consolidated Personnel By-Laws as follows:

NOTE: The following are the rates presently being paid. Any revisions to these rates will be provided to Town Meeting Members as early as possible before May 5, 1986.

Assessor, Chairman	$ 1,800.
Assessor, others	1,500.
Selectman, Chairman	1,800.
Selectmen, others	1,500.
Town Clerk	30,383.

or to take any other action relative thereto.

MOVED: That the Town fix the compensation of the following elected officers of the Town as of July 1, 1986 as required by the General Laws, Chapter 41, Section 108, and as recommended by the Personnel Board, and subject to the longevity provisions of paragraph (j) Section 20 of the Consolidated Personnel By-Laws as follows:

Assessor, Chairman	$ 1,800.
Assessor, others	1,500.
Selectman, Chairman	1,800.
Selectmen, others	1,500.
Town Clerk	30,383.

Mr. John H. Davis, Chairman, Personnel Board, presented a brief review of the Board's activities during the past year.

He announced that negotiations have been successfully completed with five of the six bargaining units. Agreements have been ratified by the Needham Police Union, Needham Police Superior Officer's Association, Firefighters Local 1706 Units A, B and C.

A motion to amend was offered by Mr. Paul H. Attridge to delete the salary of the Town Clerk "30,383." and insert in place thereof the new salary figure "33,047.".

Mr. Attridge's motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town fix the compensation of the following elected officers of the Town as of July 1, 1986 as required by the General Laws, Chapter 41, Section 108, and as recommended by the Personnel Board, and subject to the longevity provisions of paragraph (j) Section 20 of the Consolidated Personnel By-Laws as follows:

Assessor, Chairman	$ 1,800.
Assessor, others	1,500.
Selectman, Chairman	1,800.
Selectmen, others	1,500.
Town Clerk	33,047.

ARTICLE 8

To see if the Town will vote to ratify, confirm and approve the action of the Personnel Board authorized by Section 15 of the Consolidated Personnel By-Law in establishing new classifications and the compensation therefor, said action taken by the Personnel Board occurred since the 1985 Annual Town Meeting; or take any other action relative thereto.

MOVED: That the Town ratify, confirm and approve the action of the Personnel Board authorized by Section 15 of the Consolidated Personnel By-Law in establishing new classifications and the compensation therefor. Said action taken by the Personnel Board occurred since the 1985 Annual Town Meeting.

This Article seeks ratification, confirmation and approval of the action of the Personnel Board in establishing at the request of the Park and Recreation Commission one position, Assistant Director S-13, and at the request of the Council on Aging, one position, Outreach Worker, Schedule C.

We further recommend that Branch Librarian S-10, Call Firefighter, Civil Engineer Grade I S-10, Clerk S-1, Clerk (P.T.), Custodial Worker S-5, Key Punch Operator Junior, Laborer Senior W-2, Motor Equipment Operator W-2, Police Maintenance Man S-11, and Storekeeper W-2 be deleted from schedule A.

A motion to amend was offered by Mr. Paul H. Attridge to delete the following words in the second paragraph "This Article seeks ratification, confirmation and approval" and to insert in place thereof the words "The Town ratifies, confirms and approves" and to delete the following words in the third paragraph "We further recommend" and to insert in place thereof the words "The Town further approves".

Mrs. Elinor Ryan Devlin noted that several Town Meeting Members did not receive the Personnel Board mailing and thus were not able to intelligently discuss this article.

Mrs. Andrea P. Rae moved to postpone Article 8 to a time certain, specifically, Monday, May 12, 1986, to follow any undisposed business then pending on the floor.

After a brief discussion Mr. John D. Fountain moved the previous question as to the motion to postpone. The motion was presented and carried unanimously by voice vote.

Mrs. Rae's motion to postpone was presented and carried by voice vote.

ARTICLE 9

To see if the Town will vote to ratify, confirm and approve the action of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-Law approving the employment of certain municipal employees at a step rate greater than the minimum rate established for the prospective positions involved, said action taken by the Personnel Board occurred since the 1985 Annual Town Meeting; or take any other action relative thereto.

MOVED: That the Town ratify, confirm and approve the action of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-Law approving the employment of certain municipal employees at a step rate greater than the minimum rate established for the prospective positions involved, said action taken by the Personnel Board occurred since the 1985 Annual Town Meeting.

At the request of the Director of Public Works on January 13, 1986, appproved the request that the Garage and Equipment Supervisor S-22 be hired at 2nd step. April 22, 1986, that the Town Engineer S-27 be hired at 4th step.

A motion to amend was offered by Mr. Paul H. Attridge to add the following words at the beginning of the second paragraph "Further that".

Mr. Paul H. Attridge moved to postpone Article 9 to a time certain, specifically, Monday, May 12, 1986 to follow Article 8 or for further consideration in the event that Article 8 is not disposed of. The motion was presented and carried unanimously by voice vote.

ARTICLE 10

To see if the Town will vote to amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof in its entirety and by substituting therefore a new Classification and Standard Rates of Compensation of the Paid Appointive Service.

NOTE: Any revisions to Section 17 will be provided to Town Meeting Members as early as possible before May 5, 1986.

SECTION 17: CLASSIFICATION and STANDARD RATES OF COMPENSATION of the PAID APPOINTIVE SERVICE. Except as otherwise required by State Law, the classes of positions in this Paid Appointive Service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the Standard Rates of Compensation thereof effective July 1, 1986, and the compensation of positions classified by the Director of Civil Service effective July 1, 1986 may be found in the Consolidated Personnel By-Law, as amended, which is incorporated herein by reference.

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

PRESENT CLASS TITLE	NEW CLASS TITLE	PREVIOUS GRADE OR SCHEDULE	NEW GRADE OR SCHEDULE
Accounting Clerk		S-7	S-7
Accounting Clerk	Payroll Coordinator	S-7	S-7
Accounts Payable Clerk	Senior Accounting Clerk	S-9	S-8
Activity Instructor or Supervisor (P.T.)		Schedule C	
Administrative Assessor		S-25	S-17
Administrative Assistant, DPW		S-20	S-13
Administrative Clerk, Assessors		S-11	S-10
Administrative Clerk, Building		S-8	S-8
Administrative Clerk, DPW	Assistant to Director	S-11	S-10
Administrative Clerk, Finance	Administrative Clerk, Benefits	S-9	S-7
Administrative Clerk, Health		S-9	S-8
Administrative Clerk, Park & Recreation		S-9	S-8
Administrative Clerk, Personnel		S-7	S-8
Administrative Clerk, Planning		S-7	S-6
Administrative Clerk, Police		S-9	S-8
Administrative Clerk, Retirement		S-9	S-8
Administrative Clerk, Selectmen		S-9	S-9
Administrative Clerk, Town Clerk		S-7	S-6
Administrative Clerk, Treasurer/Tax Coll.		S-11	S-9
Administrative Clerk, Youth Commission		S-7	S-7
Animal Inspector (P.T.)		Schedule C	
Arts & Crafts Workshop Assistant (P.T.)		Scheudle C	
Arts & Crafts Workshop Director (P.T.)		Schedule C	
Assistant Administrative Assessor		S-18	S-14

SCHEDULE A (Cont'd)

PRESENT CLASS TITLE	NEW CLASS TITLE	PREVIOUS GRADE OR SCHEDULE	NEW GRADE OR SCHEDULE
Assistant Cataloger		S-8	S-8
Assistant Children's Librarian		S-8	S-8
Assistant Director, Park & Recreation		S-13	S-10
Assistant Director of Public Library		S-18	S-15
Assistant Pool Supervisor (P.T.)		Schedule C	
Assistant Recreation Supervisor (P.T.)		Schedule C	
Assistant Superintendent (Fire Alarm)		FA-2	FA-2
Assistant Town Clerk		S-10	S-10
Associate Director of Council on Aging		S-12	S-11
Athletic Official or Referee (P.T.)		Schedule C	
Building Inspector (Substitute) (P.T.)		Schedule C	
Bus Driver		Schedule C	
Canvasser (P.T.)		Schedule C	
Captain of Lifeguards (P.T.)		Schedule C	
Captain of Swim Instructors (P.T.)		Schedule C	
Caseworker		S-20	S-13
Cataloger		S-15	S-12
Children's Librarian		S-15	S-13
Circulation Supervisor		S-11	S-9
Civil Engineer, Grade II	Draftsman	S-14	S-9
Civil Engineer, Grade III	Survey Party Chief	S-17	S-12
Civil Engineer, Grade III (2) (12)	Senior Draftsman (2) (12)	S-17	S-12
Civil Engineer, Grade IV (2) (12)	Senior Engineer (2) (12)	S-21	S-14
Clerk, DPW		S-7	S-7
Clerk, Fire		S-5	S-6
Clerk, Health		S-5	S-6
Clerk, Park & Recreation		S-5	S-5
Clerk, Payroll & Bookkeeping, DPW	Clerk, Payroll & Billing, DPW	S-7	S-7
Clerk, Police		S-7	S-6
Clerk, Treasurer/Tax Collector	Excise Tax Clerk T/T	S-7	S-6
Clerk, Veterans' Benefits		S-5	S-7
Committee Secretary (P.T.)		Schedule C	
Committee Secretary, Board of Appeals (P.T.)		Schedule C	
Computer Operator		S-11	S-9
Control Clerk, Data Processing		S-11	S-6
Council on Aging Executive Director		S-19	S-16
Data Processing Manager	Director, Management Information Systems	S-26	S-18
Day Camp Counselor (P.T.)		Schedule C	
Day Camp Director (P.T.)		Schedule C	
Deputy Fire Chief		F-4	F-4
Director of Civil Defense		Schedule C	
Director of Finance		S-33	S-22
Director of Parks & Recreation		S-24	S-17
Director of Public Library		S-25	S-18
Director of Public Works		S-35	S-23
Division Superintendent (Highway) (1)		S-25	S-17
Division Superintendent (Park) (1)		S-25	S-17
Division Superintendent (Sewer) (1)		S-25	S-17
Division Superintendent (Water) (1I)		S-25	S-17
Dog Officer	Animal Control Officer	S-14	S-10
Employment Counselor		S-15	S-9
Equipment Mechanic		W-6	W-6
Equipment Welder		W-6	W-6
Executive Clerk		S-10	S-10
Executive Secretary		S-33	S-22
Excise Tax Clerk, Assessors		S-7	S-6
Finance Committee Executive Secretary		Schedule C	
Fire Captain (10)		F-3	F-3
Fire Chief		F-5	F-5
Firefighter (5) (10) (13)		F-1	F-1
Fire Lieutenant (10)		F-2	F-2
Garage and Equipment Supervisor		S-22	S-13
Garage Mechanic		W-4	W-4

SCHEDULE A (Cont'd)

PRESENT CLASS TITLE	NEW CLASS TITLE	PREVIOUS GRADE OR SCHEDULE	NEW GRADE OR SCHEDULE
General Foreman - Highway, Sewer, Water Division		S-20	S-13
Gymnastics Workshop Director (P.T.)		Schedule C	
Gymnastics Workshop Assistant (P.T.)		Schedule C	
Heavy Equipment Operator		W-4	W-4
Inspector of Buildings		S-23	S-18
Inspector of Plumbing		S-18	S-14
Inspector of Wires		S-18	S-14
Junior Building Custodian		S-7	S-5
Junior Building Custodian (P.T.)		Schedule C	
Junior Sailing Instructor (P.T.)		Schedule C	
Key Punch Operator	Data Entry Clerk	S-5	S-4
Key Punch Operator, Senior	Data Entry Operator	S-9	S-5
Laborer		W-1	W-1
Library Assistant I		S-3	S-4
Library Assistant I (P.T.)		Schedule C	
Library Assistant II	Administrative Clerk	S-5	S-8
Library Assistant II (P.T.)		Schedule C	
Library Page (P.T.)		Schedule C	
Lifeguard (P.T.)		Schedule C	
Lineman		FA-1	FA-1
Maintenance Man		W-3	W-3
Maintenance Worker Custodian, Police		S-12	S-9
Master Mechanic		W-8	W-8
Memorial Park Supervisor		S-18	S-12
Meter Repairman		W-4	W-4
Minibus Coordinator		Schedule C	
Nutritionist		S-15	S-13
Out Reach Worker		Schedule C	
Patrolman (3) (6) (7) (9) (10) (14)		P-2	P-2
Personnel Director		S-24	S-17
Planning Director		S-26	S-18
Playground Director (P.T.)		Schedule C	
Playleader (P.T.)		Schedule C	
Plumbing and Gas Inspector (Substitute) (P.T.)		Schedule C	
Police Chief		P-5	P-5
Police Lieutenant (6) (10) (11)		P-4	P-4
Police Matron (P.T.)		Schedule C	
Police Sergeant (3) (4) (6) (7) (9) (10)		P-3	P-3
Pool Booth Attendant (P.T.)		Schedule C	
Pool Maintenance Worker (P.T.)		Schedule C	
Pool Supervisor (P.T.)		Schedule C	
Principal Clerk		S-6	S-6
Programmer		S-18	S-12
Programmer/Computer Operator		S-15	S-13
Property Betterment Clerk, Assessors		S-7	S-6
Property Transfer and Land Records Clerk		S-9	S-8
Provisional Appointee (Police Department)		P-1	P-1
Public Health Nurse		S-15	S-14
Public Works Craftsman		W-4	W-4
Public Works Dispatcher		W-4	W-4
Public Works Inspector		S-14	S-13
Public Works Specialist		W-5	W-5
Pumping Station Operator		W-4	W-4
Racquet Sports Camp Assistant (P.T.)		Schedule C	
Racquet Sports Camp Director (P.T.)		Schedule C	
Records Clerk, D.P.W.		S-7	S-7
Recreation Supervisor (P.T.)		Schedule C	
Reference Librarian		S-15	S-12
Reference Librarian (P.T.)		Schedule C	
Reference Supervisor		S-16	S-14
Registrar of Voters		Schedule C	

SCHEDULE A (Cont'd)

PRESENT CLASS TITLE	NEW CLASS TITLE	PREVIOUS GRADE OR SCHEDULE	NEW GRADE OR SCHEDULE
Sanitarian		S-19	S-15
Sanitarian (Substitute)		Schedule C	
Sealer of Weights & Measures (P.T.)		Schedule C	
Senior Building Custodian		S-11	S-9
Senior Programmer		S-20	S-14
Senior Sailing Instructor (P.T.)		Schedule C	
Shovel Operator		W-6	W-6
Student Draftsman and Rodman		Schedule C	
Swim Instructor (P.T.)		Schedule C	
Switchboard Operator		S-3	S-5
Switchboard Operator Data Entry II		S-6	S-6
Tax Clerk, Treasurer/Tax Collector		S-9	S-8
Temporary Janitor (P.T.)		Schedule C	
Temporary Laborer (P.T.)		Schedule C	
Tennis Court Monitor (P.T.)		Schedule C	
Tennis Specialist (P.T.)		Schedule C	
Tennis Supervisor (P.T.)		Schedule C	
Town Comptroller		S-24	S-18
Town Counsel (P.T.)		Schedule C	
Town Engineer		S-27	S-18
Town Treasurer & Tax Collector		S-24	S-17
Traffic Supervisor (P.T.)		Schedule C	
Tree Climber		W-4	W-4
Veterans' Agent		Schedule C	
Water Meter Reader		W-3	W-3
Wiring Inspector (Substitute) (P.T.)		Schedule C	
Working Foreman (15)		W-6	W-6
Young Adults Librarian		S-15	S-12
Youth Coordinator		S-24	S-17

SCHEDULE A FOOTNOTES

(1) Additional $100 per month when assigned to and performing the duties of Assistant Director of Public Works.
(2) Additional $100 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.
(3) Additional $1,200 per year when assigned to and performing the duties of Detective as designated by the Police Chief.
(4) Additional $40 per month when assigned to and performing the duties of Station Commander as designated by the Police Chief.
(5) Additional $100 per month when assigned to and performing the duties of Equipment Mechanic as designated by the Fire Chief.
(6) Additional 6% of base salary when assigned permanently to the night shifts as designated by the Police Chief.
(7) Additional $50 per month when assigned to and performing the duties of a Specialist - Youth Officer as designated by the Police Chief.
(8) Said Director shall be the Superintendent of Public Works within the meaning of Section 20 to 30, inclusive, of the Needham Special Home Rule Charter Act (Acts of 1971, c.403), and shall be appointed in the manner and shall exercise the powers and duties of such Superintendent, specified in said act.
(9) Additional $1,200 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.
(10) The following additional amounts when certified and acting as Emergency Medical Technician: Patrolman, Police Sergeant, Firefighter, Fire Lieutenant, Fire Captain, Deputy Fire Chief - .0335 of base rate per year.
(11) Additional $1,200 per year when assigned to and performing the duties of Acting Police Chief as designated by the Police Chief.
(12) Additional $50 per month when assigned to and performing the duties of Assistant Town Engineer as designated by the Director of Public Works.
(13) Additional $100 per month when assigned to and performing the duties of Fire Inspector as designated by the Fire Chief.
(14) Additional $50 per month when assigned to and performing the duties of Safety Officer as designated by the Police Chief.
(15) Additional $75 per month when assigned to and performing the duties of Deputy Tree Warden.
(16) Additional $600 per year when assigned to and performing the duties of Workman's Compensation Agent.

SCHEDULE B-1

GRADE	MINIMUM	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	MAXIMUM
S-23	43,351.	44,912.	46,529.	48,204.	49,939.	51,737.	53,600.	55,529.	57,528.
S-22	40,686.	42,151.	43,668.	45,240.	46,869.	48,556.	50,304.	52,115.	53,991.
S-21	38,207.	39,583.	41,008.	42,484.	44,013.	45,598.	47,239.	48,940.	50,702.
S-20	35,729.	37,015.	38,347.	39,728.	41,158.	42,640.	44,175.	45,765.	47,413.
S-19	33,390.	34,593.	35,838.	37,128.	38,465.	39,849.	41,284.	42,770.	44,310.
S-18	30,109.	31,192.	32,315.	33,479.	34,684.	35,933.	37,226.	38,566.	39,955.
S-17	28,122.	29,135.	30,184.	31,270.	32,396.	33,562.	34,770.	36,022.	37,319.
S-16	26,272.	27,217.	28,197.	29,212.	30,264.	31,354.	32,482.	33,652.	34,863.
S-15	24,331.	25,207.	26,114.	27,054.	28.028.	29,037.	30,082.	31,165.	32,287.
S-14	22,525.	23,336.	24,176.	25,046.	25,948.	26,882.	27,850.	28,852.	29,891.
S-13	20,855.	21,606.	22,383.	23,189.	24,024.	24,889.	25,785.	26,713.	27,675.
S-12	19,320.	20,016.	20,736.	21,483.	22,256.	23,057.	23,887.	24,747.	25,638.
S-11	17,876.	18,519.	19,186.	19,876.	20,592.	21,333.	22,101.	22,897.	23,721.
S-10	16,993.	17,604.	18,238.	18,895.	19,575.	20,280.	21,010.	21,766.	22,550.
S-9	15,769.	16,337.	16,925.	17,534.	18,166.	18,820.	19,497.	20,199.	20,926.
S-8	14,546.	15,069.	15,612.	16,174.	16,756.	17,359.	17,984.	18,632.	19,303.
S-7	13,504.	13,990.	14,493.	15,015.	15,556.	16,116.	16,696.	17,297.	17,919.
S-6	12,733.	13,192.	13,667.	14,158.	14,668.	15,196.	15,743.	16,310.	16,897.
S-5	12,008.	12,440.	12,888.	13,352.	13,833.	14,331.	14,847.	15,381.	15,935.
S-4	11,328.	11,736.	12,159.	12,597.	13,050.	13,520.	14,007.	14,511.	15,033.
S-3	10,694.	11,079.	11,478.	11,891.	12,319.	12,763.	13,222.	13,698.	14,191.
S-2	9,969.	10,328.	10,700.	11,085.	11,484.	11,897.	12,326.	12,769.	13,229.
S-1	9,516.	9,858.	10,213.	10,581.	10,962.	11,357.	11,765.	12,189.	12,628.

SCHEDULE C

Rates for Part-Time and Seasonal Position Classes

	Rate
* Activity Instructor or Supervisor (P.T.)	
Group A (per session)	15.00
Group B (per session)	18.00
Group C (per session)	21.00
Group D (per session)	25.00
Group E (per session)	32.00
Animal Inspector (P.T.) (per annum)	2,601.00
Arts and Crafts Workshop Assistant (P.T.) (per hour)	4.53
Arts and Crafts Workshop Director (P.T.) (per hour)	4.97
Assistant Pool Supervisor (P.T.) (per hour)	5.52
Assistant Recreation Supervisor (P.T.) (per hour)	5.24
* Athletic Official or Referee	
Group A (per session)	5.00
Group B (per session)	7.50
Group C (per session)	10.00
Group D (per session)	12.00
Group E (per session)	15.00
* Building Inspector (substitute) (P.T.) (per diem)	41.00
(or per inspection)	12.00
Bus Driver (P.T.) (per hour)	4.97
Canvasser (P.T.) (per hour)	4.53
Captain of Lifeguards (P.T.) (per hour)	5.52
Captain of swim Instructors (P.T.) (per hour)	5.52
Clerk (P.T.) (per hour)	6.00
Committee Secretary (P.T.) (per hour)	6.96
Committee Secretary - Board of Appeals (P.T.) (per hour)	7.84
Day Camp Counselor (P.T.) (per hour)	4.53
Day Camp Director (P.T.) (per hour)	4.97
Director of Civil Defense (per annum)	2,100.00
Finance Committee Executive Secretary (P.T.) (per annum)	7,156.00

	Rate
Gymnastics Workshop Assistant (P.T.) (per hour)	4.53
Gymnastics Workshop Director (P.T.) (per hour)	4.97
Junior Building Custodian (P.T.) (per hour)	6.79
Junior Sailing Instructor (P.T.) (per hour)	4.86
Library Assistant I (P.T.) (per hour)	5.57
Library Assistant II (P.T.) (per hour)	6.29
* Library Page (P.T.) (per hour)	3.75
Lifeguard (P.T.) (per hour)	5.30
Minibus Coordinator (P.T.) (per annum)	6,586.00
Outreach Worker (P.T.) (per hour)	9.58
Playground Director (P.T.) (per hour)	4.69
Playleader (P.T.) (per hour)	4.36
* Plumbing and Gas Inspector (substitute) (P.T.) (per diem)	41.00
(or per inspection)	12.00
* Police Matron (P.T.) (per hour)	7.50
(or minimum)	30.00
Pool Booth Attendant (P.T.) (per hour)	4.69
Pool Maintenance Worker (P.T.) (per hour)	4.86
Pool Supervisor	6.23
Racquet Sports Camp Assistant (P.T.) (per hour)	4.53
Racquet Sports Camp Director (P.T.) (per hour)	4.69
Recreation Supervisor (P.T.) (per hour)	6.01
Reference Librarian (P.T.) (per hour)	9.05
* Registrar of Voters (P.T.) (per annum)	545.00
* Sanitarian (substitute P.T.) (per diem)	27.00
Sealer of Weights and Measures (P.T.) (per annum)	5,995.00
Senior Sailing Instructor (P.T.) (per hour)	5.24
Student Draftsman and Rodman (P.T.) (per hour)	
First Year Student	6.89
Second Year Student	7.18

SCHEDULE C (Cont'd)

Rates for Part-Time and Seasonal Position Classes

	Rate
Student Draftsman and Rodman (P.T.) (per hour) (Cont'd)	
Third Year Student	7.45
Fourth Year Student	7.72
Fifth Year Student	8.00
Swim Instructor (P.T.) (per hour)	5.30
Temporary Janitor	5.00
Temporary Laborer (per hour)	
First Year	4.58
Second Year	4.91
Third Year	5.24
Fourth Year	5.57
Fifth Year	5.96
Tennis Court Monitor (P.T.) (per hour)	4.53
Tennis Specialist (P.T.) (per hour)	4.97
Tennis Supervisor (P.T.) (per hour)	5.24
Town Counsel (P.T.) (per annum)	35,546.00
Traffic Supervisor (P.T.) (per month)	425.00
Veterans' Agent (P.T.) (per annum)	15,000.00
* Wiring Inspector (substitue P.T.)	
(Per diem)	41.00
(or per inspection)	12.00

* No increase

Mr. Paul H. Attridge moved to postpone Article 10 to a time certain, specifically, Monday, May 12, 1986, to follow Article 9 or for further consideration in the event that Article 9 is not disposed of. The motion to postpone was presented and carried unanimously by voice vote.

ARTICLE 11

To see if the Town will vote to approve and to raise and appropriate a sum of money for the lease with an option to purchase the following new equipment for various departments; determine how such sum shall be raised and how expended; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $11,635.80 for the lease with an option to purchase the following new equipment for various departments; said sum to be expended by the Board of Selectmen and raised from the current tax levy as follows:

1. A lease with an option to purchase a telephone system, to be entered into between the Board of Selectmen and First Municipal Leasing Corporation, for a period of five (5) years, subject to annual appropriation; and to appropriate the sum of $11,635.80 for said agreement during fiscal year 1987.

Mr. David F. Eldridge, Jr. presented this proposal on behalf of the Board of Selectmen.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 12

To see if the Town will vote to accept the provisions of Section 6 of Chapter 145 of the Acts of 1985; or take any other action relative thereto.

Summary:

Section 6 of Chapter 145 of the Acts of 1985, creates a new Section 3A in Chapter 64G of the General Laws. This Section 3A of Chapter 64G provides in part that any town which accepts the provisions of this section shall be authorized to impose a local tax upon the transfer of occupancy rooms in a hotel, lodging house, or motel, located within the town. The tax may be up to 4% of the total amount of rent for the occupancy, providing the room charge exceeds $15 per day and is not exempt under General Laws Chapter 64G, Section 2. The operator of the facility shall collect the tax and pay it directly to the State Commissioner of Revenue, and all sums received by the Commissioner shall be semi-annually distributed to each city and town that has adopted the provisions of this section in proportion to the amount of such sums received.

The Moderator advised that there are two main motions under Article 12.

MOVED: That the Town accept the provisions of Section 6 of Chapter 145 of the Acts of 1985.

Mr. Norman P. Jacques addressed this proposal on behalf of the Board of Selectmen Unanimous consent was given to allow the Building Inspector, Paul Landry, to address Town Meeting regarding this article.

After a brief discussion, Mr. Arthur E. Cox moved the previous question. The motion was presented and carried unanimously by voice vote.

ACTION: The main motion was presented and carried unanimously by voice vote.

MOVED: That the Town amend its General By-Laws, by adding a new Article:

ARTICLE XXI - TAXATION

Section 1. There is imposed a local excise tax upon the transfer of occupancy of any room or rooms in a hotel, lodging house, or motel located within the Town by any operator at the rate of 4% of the total amount of rent for each such occupancy. No excise shall be imposed if the total amount of rent is less than fifteen dollars per day or its equivalent or if the accommodation is exempt under the provisions of General Laws Chapter 64F, Section 2. This tax is imposed and to be paid in accordance with and subject to the provisions of General Laws Chapter 64G, Section 3A.

ACTION: The second main motion was presented and carried unanimously by voice vote.

ARTICLE 13

To see what sums of money the Town will vote to raise and appropriate for the necessary town charges and expenses.

Mr. William M. Powers moved to postpone to a time certain, specifically, Monday, May 12, 1986, to follow Article 10 or for further consideration in the event that Article 10 is not disposed of. The motion to postpone was presented and carried unanimously by voice vote.

ARTICLE 14 was adopted unanimously earlier.

ARTICLE 15

To see if the Town will vote to accept the following streets or portions thereof, constructed by developers under the requirements of the Subdivision Control Law and as laid out by the Board of Selectmen according to plans on file with the Town Clerk:

CASTLE PLACE	From the easterly side of Glen Gary Road as accepted in 1960 - easterly to the Westerly end of McCulloch Street as accepted in 1969 - a distance of 193 feet;
HASENFUS CIRCLE	From the 1986 acceptance of Castle Place to 395 feet northerly;

including the taking or acceptance of easements as shown on said plans; or take any other action relative thereto.

MOVED: That the Town accept the following streets or portions thereof, constructed by developers under the requirements of the Subdivision Control Law and as laid out by the Board of Selectmen according to plans on file with the Town Clerk:

CASTLE PLACE	From the easterly side of Glen Gary Road as accepted in 1960 - easterly to the Westerly end of McCulloch Street as accepted in 1969 - a distance of 193 feet;
HASENFUS CIRCLE	From the 1986 acceptance of Castle Place to 395 feet northerly;

including the taking or acceptance of easements as shown on said plans.

ACTION: The main motion was presented and carried by voice vote.

ARTICLE 16

To see if the Town will vote to raise and appropriate the sum of $25,000 to modify and replace existing piping on West Street and Highland Avenue; determine how such sum shall be raised and how expended; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $25,000 to modify and replace existing piping on West Street and Highland Avenue; said sum to be raised by authorizing the Treasurer, with the approval of the Board of Selectmen, to borow $25,000 as authorized by M.G.L. Chapter 44, Section 7, Clause 1 and payable within a period of not more than 30 years.

A motion to amend was offered by Mr. William M. Powers to change "30 years" to "5 years".

Mr. David F. Eldridge, Jr. addressed this article on behalf of the Board of Selectmen.

The motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town appropriate the sum of $25,000 to modify and replace existing piping on West Street and Highland Avenue; said sum to be raised by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow $25,000 as authorized by M.G.L. Chapter 44, Section 7, Clause 1 and payable within a period of not more than 5 years.

ARTICLE 17

To see if the Town will vote to raise and appropriate the sum of $10,000 for consultant service to recommend the upgrading and replacement of pumping equipment at the Kendrick Street Sewer Pumping Station; determine how such sum shall be raised and how expended; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $10,000 for consultant service to recommend the upgrading and replacement of pumping equipment at the Kendrick Street Sewer Pumping Station; to be expended by the Board of Selectmen; said sum to be raised by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow $10,000 as authorized by M.G.L. Chapter 44, Section 7, Clause 22 and payable within a period of not more than 5 years.

After a brief discussion, Mr. James H. Powers moved the previous question. The motion was presented and carried unanimously by voice vote.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 18

To see if the Town will vote to raise and appropriate the sum of $40,000. for sewer main construction in certain streets and ways as petitioned for by abutters under the provisions of law authorizing the assessment of betterments, where applicable, and for various intercepting sewers in public ways and private lands; determine how said sum shall be raised and how expended; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $40,000. for sewer main construction in certain streets and ways as petitioned for by abutters under the provisions of law authorizing the assessment of betterments, where applicable, and for various intercepting sewers in public ways and private lands; said sum to be expended by the Board of Selectmen, said sum to be raised by a trasnfer from the sewer asessment reserve account.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 19

To see if the Town will vote to raise and appropriate the sum of $10,000 for construction of storm water drains in public ways and through easements on private property, as proposed by the Public Works Department; determine how such sum shall be raised and how expended; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $10,000 for construction of storm water drains in public ways and through easements on private property, as proposed by the Public Works Department; to be expended by the Board of Selectmen, said sum to be raised by authorizing the Treasurer, with the approval of the board of Selectmen, to borrow $10,000 as authorized by M.G.L. Chapter 44, Section 7, Clause 1 and payable within a period of not more than 30 years.

A motion to amend was offered by Mr. William M. Powers to change "30 years" to "5 years".

The motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town appropriate the sum of $10,000 for construction of storm water drains in public ways and through easements on private property, as proposed by the Public Works Department; to be expended by the Board of Selectmen, said sum to be raised by authorizing the Treasurer, with the approval of the board of Selectmen, to borrow $10,000 as authorized by M.G.L. Chapter 44, Section 7, Clause 1 and payable within a period of not more than 5 years.

ARTICLE 20

To see if the Town will vote to raise and appropriate the sum of $150,000. for replacing water mains for the rehabilitation and improvement of the system; determine how such sum shall be raised and how expended; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $150,000. for replacing water mains for the rehabilitation and improvement of the system; to be expended by the Board of Selectmen; said sum to be raised by authorizing the Treasurer, with the approval of the board of Selectmen, to borrow $150,000 as authorized by M.G.L. Chapter 44, Section 8, Clause 5 and payable within a period of not more than 40 years.

A motion to amend was offered by Mr. William M. Powers to change "40 years" to "5 years".

The motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town appropriate the sum of $150,000. for replacing water mains for the rehabilitation and improvement of the system; to be expended by the Board of Selectmen; said sum to be raised by authorizing the Treasurer, with the approval of the board of Selectmen, to borrow $150,000 as authorized by M.G.L. Chapter 44, Section 8, Clause 5 and payable within a period of not more than 5 years.

At 11:00 P.M. Mr. Gerald R. Browne moved that the meeting stand adjourned to Wednesday, May 7, 1986, at 7:30 P.M. at the Newman Middle School and it was so voted.

Theodora K. Bertolet, CMC
Town Clerk

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ADJOURNED ANNUAL TOWN MEETING

May 7, 1986

Pursuant to adjournment of the Annual Town Meeting held May 5, 1986, the Inhabitants of the Town of Needham qualified to vote in Town Affairs met in the Newman Middle School on Wednesday, May 7, 1986, at 7:30 P.M.

Check lists were used and 243 voters were checked on the list as being present, including 221 Town Meeting Members.

Rev. Harold D. Chase, Jr., Pastor, Christ Episcopal Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Those Town Meeting Members who were not present at the previous meeting were sworn to the faithful performance of their duties by the Town Clerk.

ARTICLE 21

To see if the Town will vote to raise and appropriate a sum of money to furnish and install power generating equipment at the Pollard Middle School to establish that location as the Town's primary emergency shelter facility; determine how such sum shall be raised and how expended; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $40,000 to furnish and install power generating equipment at the Pollard Middle School to establish that location as the Town's primary emergency shelter facility; to be expended by the Board of Selectmen; said sum to be raised by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow $40,000 as authorized by M.G.L. Chapter 44, Section 8, Clause 2 and payable within a period of not more than 2 years.

Mr. Norman P. Jacques addressed this proposal on behalf of the Board of Selectmen.

Mr. Gerald R. Browne suggested that this article be deferred since this request is not a crisis situation.

Unanimous consent was given to allow Michael Carroll, Finance Director, to address Town Meeting. Unanimous consent was also given to allow Mr. Robert E. MacEwen, Director of Public Works and Needham resident, to address Town Meeting.

After an extended discussion, Mr. John F. Connell moved the previous question. The motion, which requires a two-thirds vote, was presented and it carried unanimously by voice vote.

ACTION: The main motion was presented and carried by the required two-thirds vote. The hand count was Yes 198 - No 12.

ARTICLE 22

To see if the Town will vote to continue the Solid Waste Disposal Study Committee, established by vote of the 1966 Annual Town Meeting under Article 73 and last continued by vote under Article 41 of the 1985 Annual Town Meeting; direct and authorize said Committee to continue to investigate all methods of collection and disposal of solid waste; said Committee to report to the Capital Budget Sub-Committee and to the next Annual Town Meeting or sooner; or take any other action relative thereto.

MOVED: That the Town continue the Solid Waste Disposal Study Committee, established by vote of the 1966 Annual Town Meeting under Article 73 and last continued by vote under Article 41 of the 1985 Annual Town Meeting; direct and authorize said Committee to continue to investigate all methods of collection and disposal of solid waste; said Committee to report to the Capital Budget Sub-Committee and to the next Annual Town Meeting or sooner.

Upon request from Mr. Edward L. Davis, Jr., Mr. Philip Wiggin, Chairman, Solid Waste Disposal Study Committee, presented a brief update on the activities of this Committee and the need for its continuance.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 23

To see if the Town will vote to raise and appropriate the sum of $50,000 to apply the final cover to a portion of the Sanitary Landfill in accordance with State Regulations; determine how such sum shall be raised and how expended; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $50,000 to apply the final cover to a portion of the Sanitary Landfill in accordance with State Regulations; to be spent by the Board of Selectmen; said sum to be raised from the current tax levy.

Mr. David F. Eldridge, Jr. presented the proposal on behalf of the Board of Selectmen.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 24

To see if the Town will vote to raise and appropriate $20,000 to renovate the stone wall at Rosemary Pool Complex on Rosemary Street. Said sum to be expended by the Park and Recreation Commission and the Parks Division of the Department of Public Works; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $20,000 to renovate the stone wall at Rosemary Pool Complex on Rosemary Street. Said sum to be expended by the Park and Recreation Commission and the Parks Division of the Department of Public Works; said sum to be raised by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow $20,000 as authorized by M.G.L. Chapter 44, Section 7, Clause 25 and payable within a period of not more than 15 years.

Mr. Normand L. Provencher, Chairman, Park and Recreation Commission, presented this proposal on behalf of the Commission.

A motion to amend was offered by Mr. Gilbert W. Cox, Jr. to change "15 years" to "5 years". The motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town appropriate the sum of $20,000 to renovate the stone wall at Rosemary Pool Complex on Rosemary Street. Said sum to be expended by the Park and Recreation Commission and the Parks Division of the Department of Public Works; said sum to be raised by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow $20,000 as authorized by M.G.L. Chapter 44, Section 7, Clause 25 and payable within a period of not more than 5 years.

ARTICLE 25

To see if the Town will vote to raise and appropriate the sum of $25,000 to be added to monies ($30,000) voted under Article 33 of the Annual Town Meeting of 1984 for the construction and repair of the Roof on the Memorial Park Building; said sum to be expended under the direction of the Memorial Park Trustees, with the Needham Public Works Department acting as Clerk of the Works; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $25,000 to be added to monies ($30,000) voted under Article 33 of the Annual Town Meeting of 1984 for the construction and repair of the Roof on the Memorial Park Building; said sum to be expended under the direction of the Memorial Park Trustees, with the Needham Public Works Department acting as Clerk of the Works; said sum of $25,000 to be raised by authorizing the Treasurer, with the approval of the Board of

Selectmen, to borrow $25,000 as authorized by M.G.L. Chapter 44, Section 7, Clause 25 and payable within a period of not more than 5 years.

Mr. Ron Sockol, member, addressed this proposal on behalf of the Trustees of Memorial Park and urged support of this article.

Mr. William M. Powers, Chairman, addressed this proposal on behalf of the Finance Committee which does not recommend passage of this article at this time.

After an extended discussion, Mr. Richard Malconian moved the previous question and it was so voted unanimously by voice vote.

ACTION: The main motion was presented and carried by a count of hands. The hand count was Yes 179 - No 28.

ARTICLE 26

To see if the Town will vote to amend the General By-Laws of the Town of Needham, Article IV, Police Regulations, Section 25, Penalties for Improper Use of Fire Alarm Systems, Subsection C, Penalties, Paragraph 1, by deleting the words "twenty-five (25) dollars" and inserting in place thereof the following words "one hundred (100) dollars"; or take any other action relative thereto.

MOVED: That the Town amend the General By-Laws of the Town of Needham, Article IV, Police Regulations, Section 25, Penalties for Improper Use of Fire Alarm Systems, Subsection C, Penalties, Paragraph 1, by deleting the words "twenty-five (25) dollars" and inserting in place thereof the following words "one hundred (100) dollars".

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 27 was adopted unanimously earlier.

ARTICLE 28

To see if the Town will vote to amend the Zoning By-Law by adding the following new paragraph at the end of Section 4.2.1. Table of Regulations:

"In order to limit the degree to which a lot may have an irregular shape, the following build factor formula shall be used:

$$\frac{\text{Lot Perimeter Squared}}{\text{Actual Lot Area}} \quad \text{Divided By} \quad \frac{\text{Actual Lot Area}}{\text{Required Lot Area}}$$

Lots recorded or endorsed after August 22, 1985 shall be subject to a maximum Build Factor of 20 in Single Residence B and General Residence Districts and 30 in Single Residence A and Institutional Districts. Lots recorded or endorsed prior to August 22, 1985 may not be modified such that the Build Factor of the modified lot exceeds 20 in SR B and General Residence Districts or 30 in SR A and Institutional Districts"; or take any other action relative thereto.

MOVED: That the Town amend the Zoning By-Law by adding the following new paragraph at the end of Section 4.2.1. Table of Regulations:

"In order to limit the degree to which a lot may have an irregular shape, the following build factor formula shall be used:

$$\frac{\text{Lot Perimeter Squared}}{\text{Actual Lot Area}} \quad \text{Divided By} \quad \frac{\text{Actual Lot Area}}{\text{Required Lot Area}}$$

Lots recorded or endorsed after August 22, 1985 shall be subject to a maximum Build Factor of 20 in Single Residence B and General Residence Districts and 30 in Single Residence A and Institutional Districts. Lots recorded or endorsed prior to August 22, 1985 may not be modified such that the Build Factor of the modified lot exceeds 20 in SR B and General Residence Districts or 30 in SR A and Institutional Districts".

Mr. John H. Cogswell, Past Chairman, presented a brief review of the Zoning articles on behalf of the Planning Board.

Mr. H. Phillip Garrity, Jr., Selectman, supported this article, as well as Articles 29 and 30, on behalf of the Board of Selectmen.

Mrs. Joan Adams urged support of this proposal on behalf of the League of Women Voters.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 29

To see if the Town will vote to amend the Zoning By-Law by deleting Section 4.1.5. Minimum Required Lot Width in its entirety and by substituting in its place the following new Section 4.1.5.:

Minimum Required Lot Width

Building lots in all zoning districts recorded or endorsed after January 9, 1986 shall be required to have a minimum lot width for a distance that extends from the front lot line throughout the building or structure not less than the applicable minimum frontage for the district in which said lot is located, as specified in Sections 4.2.1., 4.3.1., 4.4.1., and 4.5.1.; except, however, in the Single Residence A District such minimum required lot width shall be a lot 120 feet; or take any other action relative thereto.

MOVED: That the Town amend the Zoning By-Law by deleting Section 4.1.5. Minimum Required Lot Width in its entirety and by substituting in its place the following new Section 4.1.5.:

Minimum Required Lot Width

Building lots in all zoning districts recorded or endorsed after January 9, 1986 shall be required to have a minimum lot width for a distance that extends from the front lot line throughout the building or structure not less than the applicable minimum frontage for the district in which said lot is located, as specified in Sections 4.2.1.,

4.3.1., 4.4.1., and 4.5.1.; except, however, in the Single Residence A District such minimum required lot width shall be at least 120 feet.

Mr. John H. Cogswell addressed this proposal on behalf of the Planning Board.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 30

To see if the Town will vote to amend the Zoning By-law as follows:

(a) by deleting the entire first paragraph of Section 4.2.3. Minimum Side and Rear Line Set-backs and by changing the name of said Section to "Minimum Side and Rear Line Setbacks: Accessory Structures";

(b) by adding the following to Section 4.2.1. Table of Regulations:

	"Minimum Side Setback* (feet)	Minimum Rear Setback* (feet)
Single Residence A	25	15
Single Residence B	20	10
General Residence	20	10
Institutional	25	15

*Buildings and structures on lots created by deed or plan, endorsed or recorded before January 9, 1986, shall have a minimum side or rear line setback of 15 feet in the SRA and Institutional Districts and 10 feet in the SRB and General Residence Districts, respectively."

(c) by deleting the words, "in any district", wherever they occur in Section 4.6.3 and by adding language in their place as described below, such that the section shall read as follows (new language underlined):

"4.6.3. Minimum Side Line Setbacks for a Dwelling or Institutional Building in Certain Districts

No part of any single or two-family dwelling or institutional building hereafter erected in an Apartment, Business, Industrial or Industrial Park District on a lot having a frontage of one hundred (100) feet or more shall be placed or constructed within fifteen (15) feet of the side lines of said lot. No part of any such dwelling or institutional building hereafter erected in an Apartment, Business, Industrial or Industrial Park District on a lot having a frontage of less than one hundred (100) feet shall be placed or constructed within ten (10) feet of the side lines of said lot"; or take any other action relative thereto.

MOVED: That the Town amend the Zoning By-Law as follows:

(a) by deleting the entire first paragraph of Section 4.2.3. Minimum Side and Rear Line Set-backs and by changing the name of said Section to "Minimum Side and Rear Line Setbacks: Accessory Structures";

(b) by adding the following to Section 4.2.1. Table of Regulations:

	"Minimum Side Setback* (feet)	Minimum Rear Setback* (feet)
Single Residence A	25	15
Single Residence B	20	10
General Residence	20	10
Institutional	25	15

*Buildings and structures on lots created by deed or plan, endorsed or recorded before January 9, 1986, shall have a minimum side or rear line setback of 15 feet in the SRA and Institutional Districts and 10 feet in the SRB and General Residence Districts, respectively."

(c) by deleting the words, "in any district", wherever they occur in Section 4.6.3 and by adding language in their place as described below, such that the section shall read as follows (new language underlined):

"4.6.3. Minimum Side Line Setbacks for a Dwelling or Institutional Building in Certain Districts

No part of any single or two-family dwelling or institutional building hereafter erected in an Apartment, Business, Industrial or Industrial Park District on a lot having a frontage of one hundred (100) feet or more shall be placed or constructed within fifteen (15) feet of the side lines of said lot. No part of any such dwelling or institutional building hereafter erected in an Apartment, Business, Industrial or Industrial Park District on a lot having a frontage of less than one hundred (100) feet shall be placed or constructed within ten (10) feet of the side lines of said lot".

Mr. John H. Cogswell addressed this proposal on behalf of the Planning Board. He advised that this article affects house size setbacks and urged Town Meeting support.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 31

To see if the Town will vote to amend the Zoning By-Law Section 4.4. Dimensional Requirements for Business Districts, by adding to existing Subsection 4.4.3. Height Limitation, such that it shall read as follows (new language underlined):

"The limit of height of a building or structure shall be three (3) stories not to exceed forty (40) feet, provided that in no event shall any building

contain more than three floors used for occupancy; except, however that no building or structure which is located on property any portion of which lies within 500 feet of Town Hall property (Lots 1 and 81 on Assessors Plan No. 51) shall exceed two (2) stories, including ground level covered or enclosed parking, nor shall the same exceed a total of 30 feet."

or take any other action relative thereto.

MOVED: That the Town amend the Zoning By-Law Section 4.4. Dimensional Requirements for Business Districts, by adding to existing Subsection 4.4.3. Height Limitation, such that it shall read as follows (new language underlined):

"The limit of height of a building or structure shall be three (3) stories not to exceed forty (40) feet, provided that in no event shall any building contain more than three floors used for occupancy; except, however that no building or structure which is located on property any portion of which lies within 500 feet of Town Hall property (Lots 1 and 81 on Assessors Plan No. 51) shall exceed two (2) stories, including ground level covered or enclosed parking, nor shall the same exceed a total of 30 feet."

Mr. Paul Killeen, member, addressed this proposal on behalf of the Planning Board seeking unanimous support of this article.

Unanimous consent was given to allow Mr. Paul Landry, Building Inspector, to address Town Meeting.

After a brief discussion, Mr. Francis G. Denneen moved the previous question and it was unanimously voted by voice vote.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 32

To see if the Town will vote to amend the Zoning By-Law, Section 4.4. Dimensional Requirements for Business Districts, by deleting all references to Municipal Parking Lot and Table II in Subsection 4.4.2. Maximum Lot Coverage, including the footnote at the end of the table, and by deleting Table II in its entirety, such that the existing first paragraph of that Subsection shall read as follows:

"No building or structure shall be constructed, reconstructed, extended, enlarged or arranged so that it covers more than the total area as specified in Table I. No lot or building or structure thereon shall be changed in size as to violate these provisions.";

or take any other action relative thereto.

MOVED: That the Town amend the Zoning By-Law, Section 4.4. Dimensional Requirements for Business Districts, by deleting all references to Municipal Parking Lot and Table II in Subsection 4.4.2. Maximum Lot Coverage, including the footnote at the end of the table, and by deleting Table II in its entirety, such that the existing first paragraph of that Subsection shall read as follows:

"No building or structure shall be constructed, reconstructed, extended, enlarged or arranged so that it covers more than the total area as specified in Table I. No lot or building or structure thereon shall be changed in size as to violate these provisions."

Mr. Paul Killeen addressed this proposal on behalf of the Planning Board.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 33

To see if the Town will vote to amend the Zoning By-law, Section 4.4. Dimensional Requirements for Business Districts, by adding to existing Subsection 4.4.2. Maximum Lot Coverage, a new second paragraph that shall read as follows:

"Buildings and structures which are located on property any portion of which lies within 500 feet of Town Hall property (Lots 1 and 81 on Assessors Plan No. 51) are not limited to the maximum lot coverage requirements of this Subsection 4.4.1. as specified in Table I, but shall have a maximum floor area ratio of 1.0. For purposes of this paragraph, floor area ratio shall mean the total area of the footprint of a building or structure, multiplied by the number of stories and divided by the total lot area."

or take any other action relative thereto.

MOVED: That the Town amend the Zoning By-law, Section 4.4. Dimensional Requirements for Business Districts, by adding to existing Subsection 4.4.2. Maximum Lot Coverage, a new second paragraph that shall read as follows:

"Buildings and structures which are located on property any portion of which lies within 500 feet of Town Hall property (Lots 1 and 81 on Assessors Plan No. 51) are not limited to the maximum lot coverage requirements of this Subsection 4.4.1. as specified in Table I, but shall have a maximum floor area ratio of 1.0. For purposes of this paragraph, floor area ratio shall mean the total area of the footprint of a building or structure, multiplied by the number of stories and divided by the total lot area."

Mr. Paul Killeen addressed this proposal on behalf of the Planning Board.

Mr. Foster S. Crook was sworn in as a teller by the Moderator to replace Mr. George D. Krech who was absent this evening.

ACTION: The main motion was presented and carried by the required two-thirds vote. The hand count was Yes 163 - No 15.

At 11:00 P.M. Mr. Robert Y. Larsen moved that the meeting stand adjourned to Monday, May 12, 1986 at 7:30 P.M. at the Newman Middle School and it was so voted.

Theodora K. Bertolet, CMC
Town Clerk

* * * *

ADJOURNED ANNUAL TOWN MEETING

May 12, 1986

Pursuant to adjournment of the Annual Town Meeting held May 7, 1986, the Inhabitants of the Town of Needham qualified to vote in Town Affairs met in the Newman Middle School on Monday, May 12, 1986, at 7:30 P.M.

Check lists were used and 273 voters were checked on the list as being present, including 221 Town Meeting Members.

Rev. Paul C. Clayton, Pastor, Needham Congregational Church, gave the invocation.

The Moderator expressed his appreciation to Town Meeting Member David C. Crocker for making up Town Meeting Member name tags.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

ARTICLE 8

To see if the Town will vote to ratify, confirm and approve the action of the Personnel Board authorized by Section 15 of the Consolidated Personnel By-Law in establishing new classifications and the compensation therefor, said action taken by the Personnel Board occurred since the 1985 Annual Town Meeting; or take any other action relative thereto.

MOVED: That the Town ratify, confirm and approve the action of the Personnel Board authorized by Section 15 of the Consolidated Personnel By-Law in establishing new classifications and the compensation therefor. Said action taken by the Personnel Board occurred since the 1985 Annual Town Meeting.

This Article seeks ratification, confirmation and approval of the action of the Personnel Board in establishing at the request of the Park and Recreation Commission one position, Assistant Director S-13, and at the request of the Council on Aging, one position, Outreach Worker, Schedule C.

We further recommend that Branch Librarian S-10, Call Firefighter, Civil Engineer Grade I S-10, Clerk S-1, Clerk (P.T.), Custodial Worker S-5, Key Punch Operator Junior, Laborer Senior W-2, be deleted from schedule A.

The following motion to amend was previously offered by Mr. Paul H. Attridge: Delete the following words in the second paragraph "This Article seeks ratification, confirmation and approval" and insert in place thereof the words "The Town ratifies, confirms and appoves" and delete the following words in the third paragraph "We further recommend" and insert in place thereof the words "The Town further approves".

A second motion to amend was offered by Mr. Paul H. Attridge to delete in the third paragraph the words "Clerk (P.T.)" which has the affect of putting the position back into Schedule A.

Mr. Paul H. Attridge spoke in favor of this article on behalf of the Personnel Board.

Mr. Attridge's second motion to amend was presented and carried unanimously by voice vote.

Mr. Attridge's first motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town ratify, confirm and approve the action of the Personnel Board authorized by Section 15 of the Consolidated Personnel By-Law in establishing new classifications and the compensation therefor. Said action taken by the Personnel Board occurred since the 1985 Annual Town Meeting.

The Town ratifies, confirms and approves the action of the Personnel Board in establishing at the request of the Park and Recreation Commission one position, Assistant Director S-13, and at the request of the Council on Aging, one position, Outreach Worker, Schedule C.

The Town further approves that Branch Librarian S-10, Call Firefighter, Civil Engineer Grade I S-10, Clerk S-1, Custodial Worker S-5, Key Punch Operator Junior, Laborer Senior W-2, Motor Equipment Operator W-2, Police Maintenance Men S-11, and Storekeeper W-2 be deleted from schedule A.

ARTICLE 9

To see if the Town will vote to ratify, confirm and approve the action of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-Law approving the employment of certain municipal employees at a step rate greater than the minimum rate established for the prospective positions involved, said action taken by the Personnel Board occurred since the 1985 Annual Town Meeting; or take any other action relative thereto.

MOVED: That the Town ratify, confirm and approve the action of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-Law approving the employment of certain municipal employees at a step rate greater than the minimum rate established for the prospective positions involved, said action taken by the Personnel Board occurred since the 1985 Annual Town Meeting.

At the request of the Director of Public Works on January 13, 1986, appproved the request that the Garage and Equipment Supervisor S-22 be hired at 2nd step; April 22, 1986, that the Town Engineer S-27 be hired at 4th step.

The following motion to amend was previously offered by Mr. Paul H. Attridge to add the following words at the beginning of the second paragraph "Further that".

The motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town ratify, confirm and approve the action of the Personnel Board authorized by Section 20 of the Consolidated Personnel By-Law approving the employment of certain municipal employees at a step rate greater than the minimum rate established for the prospective positions involved, said action taken by the Personnel Board occurred since the 1985 Annual Town Meeting.

Further, that at the request of the Director of Public Works on January 13, 1986, appproved the request that the Garage and Equipment Supervisor S-22 be hired at 2nd step; April 22, 1986, that the Town Engineer S-27 be hired at 4th step.

ARTICLE 10

To see if the Town will vote to amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof in its entirety and by substituting therefore a new Classification and Standard Rates of Compensation of the Paid Appointive Service.

NOTE: Any revisions to Section 17 will be provided to Town Meeting Members as early as possible before May 5, 1986.

SECTION 17: CLASSIFICATION and STANDARD RATES OF COMPENSATION of the PAID APPOINTIVE SERVICE. Except as otherwise required by State Law, the classes of positions in this Paid Appointive Service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the Standard Rates of Compensation thereof effective July 1, 1986, and the compensation of positions classified by the Director of Civil Service effective July 1, 1986 may be found in the Consolidated Personnel By-Law, as amended, which is incorporated herein by reference.

MOVED: That the Town amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof in its entirety and by substituting therefore a new Classification and Standard Rates of Compensation of the Paid Appointive Service.

NOTE: Any revisions to Section 17 will be provided to Town Meeting Members as early as possible before May 5, 1986.

SECTION 17: CLASSIFICATION and STANDARD RATES OF COMPENSATION of the PAID APPOINTIVE SERVICE. Except as otherwise required by State Law, the classes of positions in this Paid Appointive Service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the Standard Rates of Compensation thereof effective July 1, 1986, and the compensation of positions classified by the Director of Civil Service effective July 1, 1986 may be found in the Consolidated Personnel By-Law, as amended, which is incorporated herein by reference.

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

PRESENT CLASS TITLE	NEW CLASS TITLE	PREVIOUS GRADE OR SCHEDULE	NEW GRADE OR SCHEDULE
Accounting Clerk		S-7	S-7
Accounting Clerk	Payroll Coordinator	S-7	S-7
Accounts Payable Clerk	Senior Accounting Clerk	S-9	S-8
Activity Instructor or Supervisor (P.T.)		Schedule C	
Administrative Assessor		S-25	S-17
Administrative Assistant, DPW		S-20	S-13
Administrative Clerk, Assessors		S-11	S-10
Administrative Clerk, Building		S-8	S-8
Administrative Clerk, DPW	Assistant to Director	S-11	S-10
Administrative Clerk, Finance	Administrative Clerk, Benefits	S-9	S-7
Administrative Clerk, Health		S-9	S-8
Administrative Clerk, Park & Recreation		S-9	S-8
Administrative Clerk, Personnel		S-7	S-8
Administrative Clerk, Planning		S-7	S-6
Administrative Clerk, Police		S-9	S-8
Administrative Clerk, Retirement		S-9	S-8
Administrative Clerk, Selectmen		S-9	S-9
Administrative Clerk, Town Clerk		S-7	S-6
Administrative Clerk, Treasurer/Tax Coll.		S-11	S-9
Administrative Clerk, Youth Commission		S-7	S-7
Animal Inspector (P.T.)		Schedule C	
Arts & Crafts Workshop Assistant (P.T.)		Schedule C	
Arts & Crafts Workshop Director (P.T.)		Schedule C	
Assistant Administrative Assessor		S-18	S-14

SCHEDULE A (Cont'd)

PRESENT CLASS TITLE	NEW CLASS TITLE	PREVIOUS GRADE OR SCHEDULE	NEW GRADE OR SCHEDULE
Assistant Cataloger		S-8	S-8
Assistant Children's Librarian		S-8	S-8
Assistant Director, Park & Recreation		S-13	S-10
Assistant Director of Public Library		S-18	S-15
Assistant Pool Supervisor (P.T.)		Schedule C	
Assistant Recreation Supervisor (P.T.)		Schedule C	
Assistant Superintendent (Fire Alarm)		FA-2	FA-2
Assistant Town Clerk		S-10	S-10
Associate Director of Council on Aging		S-12	S-10
Athletic Official or Referee (P.T.)		Schedule C	
Building Inspector (Substitute) (P.T.)		Schedule C	
Bus Driver		Schedule C	
Canvasser (P.T.)		Schedule C	
Captain of Lifeguards (P.T.)		Schedule C	
Captain of Swim Instructors (P.T.)		Schedule C	
Caseworker		S-20	S-13
Cataloger		S-15	S-12
Children's Librarian		S-15	S-13
Circulation Supervisor		S-11	S-9
Civil Engineer, Grade II	Draftsman	S-14	S-9
Civil Engineer, Grade III	Survey Party Chief	S-17	S-12
Civil Engineer, Grade III (2) (12)	Senior Draftsman (2) (12)	S-17	S-12
Civil Engineer, Grade IV (2) (12)	Senior Engineer (2) (12)	S-21	S-14
Clerk, DPW		S-7	S-7
Clerk, Fire		S-5	S-6
Clerk, Health		S-5	S-6
Clerk, Park & Recreation		S-5	S-5
Clerk, Payroll & Bookkeeping, DPW	Clerk, Payroll & Billing, DPW	S-7	S-7
Clerk, Police		S-7	S-6
Clerk, Treasurer & Tax Collector	Excise Tax Clerk T/T	S-7	S-6
Clerk, Veterans' Benefits		S-5	S-7
Committee Secretary (P.T.)		Schedule C	
Committee Secretary, Board of Appeals (P.T.)		Schedule C	
Computer Operator		S-11	S-9
Control Clerk, Data Processing		S-11	S-6
Council on Aging Executive Director		S-19	S-16
Data Processing Manager	Director, Management Information Systems	S-26	S-18
Day Camp Counselor (P.T.)		Schedule C	
Day Camp Director (P.T.)		Schedule C	
Deputy Fire Chief		F-4	F-4
Director of Civil Defense		Schedule C	
Director of Finance		S-33	S-22
Director of Parks & Recreation		S-24	S-17
Director of Public Library		S-25	S-18
Director of Public Works		S-35	S-23
Division Superintendent (Highway) (1)		S-25	S-17
Division Superintendent (Park) (1)		S-25	S-17
Division Superintendent (Sewer) (1)		S-25	S-17
Division Superintendent (Water) (1)		S-25	S-17
Dog Officer	Animal Control Officer	S-14	S-10
Employment Counselor		S-15	S-9
Equipment Mechanic		W-6	W-6
Equipment Welder		W-6	W-6
Executive Clerk		S-10	S-10
Executive Secretary		S-33	S-22
Excise Tax Clerk, Assessors		S-7	S-6
Finance Committee Executive Secretary (P.T.)		Schedule C	
Fire Captain (10)		F-3	F-3
Fire Chief		F-5	F-5
Firefighter (5) (10) (13)		F-1	F-1
Fire Lieutenant (10)		F-2	F-2
Garage and Equipment Supervisor		S-22	S-13
Garage Mechanic		W-4	W-4

SCHEDULE A (Cont'd)

PRESENT CLASS TITLE	NEW CLASS TITLE	PREVIOUS GRADE OR SCHEDULE	NEW GRADE OR SCHEDULE
General Foreman - Highway, Sewer, Water Division		S-20	S-13
Gymnastics Workshop Assistant (P.T.)		Schedule C	
Gymnastics Workshop Director (P.T.)		Schedule C	
Heavy Equipment Operator		W-4	W-4
Inspector of Buildings		S-23	S-18
Inspector of Plumbing		S-18	S-14
Inspector of Wires		S-18	S-14
Junior Building Custodian		S-7	S-5
Junior Building Custodian (P.T.)		Schedule C	
Junior Sailing Instructor (P.T.)		Schedule C	
Key Punch Operator	Data Entry Clerk	S-5	S-4
Key Punch Operator, Senior	Data Entry Operator	S-9	S-5
Laborer		W-1	W-1
Library Assistant I		S-3	S-4
Library Assistant I (P.T.)		Schedule C	
Library Assistant II	Administrative Clerk	S-5	S-8
Library Assistant II (P.T.)		Schedule C	
Library Page (P.T.)		Schedule C	
Lifeguard (P.T.)		Schedule C	
Lineman		FA-1	FA-1
Maintenance Man		W-3	W-3
Maintenance Worker Custodian, Police		S-12	S-9
Master Mechanic		W-8	W-8
Memorial Park Supervisor		S-18	S-12
Meter Repairman		W-4	W-4
Minibus Coordinator		Schedule C	
Nutritionist		S-15	S-13
Out Reach Worker		Schedule C	
Patrolman (3) (6) (7) (9) (10) (14)		P-2	P-2
Personnel Director		S-24	S-17
Planning Director		S-26	S-18
Playground Director (P.T.)		Schedule C	
Playleader (P.T.)		Schedule C	
Plumbing and Gas Inspector (Substitute) (P.T.)		Schedule C	
Police Chief		P-5	P-5
Police Lieutenant (6) (10) (11)		P-4	P-4
Police Matron (P.T.)		Schedule C	
Police Sergeant (3) (4) (6) (7) (9) (10)		P-3	P-3
Pool Booth Attendant (P.T.)		Schedule C	
Pool Maintenance Worker (P.T.)		Schedule C	
Pool Supervisor (P.T.)		Schedule C	
Principal Clerk		S-6	S-6
Programmer		S-18	S-12
Programmer/Computer Operator		S-15	S-13
Property Betterment Clerk, Assessors		S-7	S-6
Property Transfer and Land Records Clerk, Assessors		S-9	S-8
Provisional Appointee (Police Department)		P-1	P-1
Public Health Nurse		S-15	S-14
Public Works Craftsman		W-4	W-4
Public Works Dispatcher		W-4	W-4
Public Works Inspector		S-14	S-13
Public Works Specialist		W-5	W-5
Pumping Station Operator		W-4	W-4
Racquet Sports Camp Assistant (P.T.)		Schedule C	
Racquet Sports Camp Director (P.T.)		Schedule C	
Records Clerk, D.P.W.		S-7	S-7
Recreation Supervisor (P.T.)		Schedule C	
Reference Librarian		S-15	S-12
Reference Librarian (P.T.)		Schedule C	
Reference Supervisor		S-16	S-14
Registrar of Voters		Schedule C	

SCHEDULE A (Cont'd)

PRESENT CLASS TITLE	NEW CLASS TITLE	PREVIOUS GRADE OR SCHEDULE	NEW GRADE OR SCHEDULE
Sanitarian		S-19	S-15
Sanitarian (Substitute)		Schedule C	
Sealer of Weights & Measures (P.T.)		Schedule C	
Senior Building Custodian		S-11	S-9
Senior Programmer		S-20	S-14
Senior Sailing Instructor (P.T.)		Schedule C	
Shovel Operator		W-6	W-6
Student Draftsman and Rodman		Schedule C	
Swim Instructor (P.T.)		Schedule C	
Switchboard Operator		S-3	S-5
Switchboard Operator Data Entry II		S-6	S-6
Tax Clerk, Treasurer/Tax Collector		S-9	S-9
Temporary Janitor (P.T.)		Schedule C	
Temporary Laborer (P.T.)		Schedule C	
Tennis Court Monitor (P.T.)		Schedule C	
Tennis Specialist (P.T.)		Schedule C	
Tennis Supervisor (P.T.)		Schedule C	
Town Clerk		S-24	S-17
Town Comptroller		S-24	S-18
Town Counsel (P.T.)		Schedule C	
Town Engineer		S-27	S-18
Town Treasurer & Tax Collector		S-24	S-17
Traffic Supervisor (P.T.)		Schedule C	
Tree Climber		W-4	W-4
Veterans' Agent		Schedule C	
Water Meter Reader		W-3	W-3
Wiring Inspector (Substitute) (P.T.)		Schedule C	
Working Foreman (15)		W-6	W-6
Young Adults Librarian		S-15	S-12
Youth Coordinator		S-24	S-17

SCHEDULE A FOOTNOTES

(1) Additional $100 per month when assigned to and performing the duties of Assistant Director of Public Works.
(2) Additional $100 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.
(3) Additional $1,200 per year when assigned to and performing the duties of Detective as designated by the Police Chief.
(4) Additional $40 per month when assigned to and performing the duties of Station Commander as designated by the Police Chief.
(5) Additional $100 per month when assigned to and performing the duties of Equipment Mechanic as designated by the Fire Chief.
(6) Additional 6% of base salary when assigned permanently to the night shifts as designated by the Police Chief.
(7) Additional $50 per month when assigned to and performing the duties of a Specialist - Youth Officer as designated by the Police Chief.
(8) Said Director shall be the Superintendent of Public Works within the meaning of Section 20 to 30, inclusive, of the Needham Special Home Rule Charter Act (Acts of 1971, c.403), and shall be appointed in the manner and shall exercise the powers and duties of such Superintendent, specified in said act.
(9) Additional $1,200 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.
(10) The following additional amounts when certified and acting as Emergency Medical Technician: Patrolman, Police Sergeant, Firefighter, Fire Lieutenant, Fire Captain, Deputy Fire Chief - .0335 of base rate per year.
(11) Additional $1,200 per year when assigned to and performing the duties of Acting Police Chief as designated by the Police Chief.
(12) Additional $50 per month when assigned to and performing the duties of Assistant Town Engineer as designated by the Director of Public Works.
(13) Additional $100 per month when assigned to and performing the duties of Fire Inspector as designated by the Fire Chief.
(14) Additional $50 per month when assigned to and performing the duties of Safety Officer as designated by the Police Chief.
(15) Additional $75 per month when assigned to and performing the duties of Deputy Tree Warden.
(16) Additional $600 per year when assigned to and performing the duties of Workman's Compensation Agent.

SCHEDULE B-1

GRADE	MINIMUM	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	MAXIMUM
S-23	43,351.	44,912.	46,529.	48,204.	49,939.	51,737.	53,600.	55,529.	57,528.
S-22	40,686.	42,151.	43,668.	45,240.	46,869.	48,556.	50,304.	52,115.	53,991.
S-21	38,207.	39,583.	41,008.	42,484.	44,013.	45,598.	47,239.	48,940.	50,702.
S-20	35,729.	37,015.	38,347.	39,728.	41,158.	42,640.	44,175.	45,765.	47,413.
S-19	33,390.	34,593.	35,838.	37,128.	38,465.	39,849.	41,284.	42,770.	44,310.
S-18	30,109.	31,192.	32,315.	33,479.	34,684.	35,933.	37,226.	38,566.	39,955.
S-17	28,122.	29,135.	30,184.	31,270.	32,396.	33,562.	34,770.	36,022.	37,319.
S-16	26,272.	27,217.	28,197.	29,212.	30,264.	31,354.	32,482.	33,652.	34,863.
S-15	24,331.	25,207.	26,114.	27,054.	28.028.	29,037.	30,082.	31,165.	32,287.
S-14	22,525.	23,336.	24,176.	25,046.	25,948.	26,882.	27,850.	28,852.	29,891.
S-13	20,855.	21,606.	22,383.	23,189.	24,024.	24,889.	25,785.	26,713.	27,675.
S-12	19,320.	20,016.	20,736.	21,483.	22,256.	23,057.	23,887.	24,747.	25,638.
S-11	17,876.	18,519.	19,186.	19,876.	20,592.	21,333.	22,101.	22,897.	23,721.
S-10	16,993.	17,604.	18,238.	18,895.	19,575.	20,280.	21,010.	21,766.	22,550.
S-9	15,769.	16,337.	16,925.	17,534.	18,166.	18,820.	19,497.	20,199.	20,926.
S-8	14,546.	15,069.	15,612.	16,174.	16,756.	17,359.	17,984.	18,632.	19,303.
S-7	13,504.	13,990.	14,493.	15,015.	15,556.	16,116.	16,696.	17,297.	17,919.
S-6	12,733.	13,192.	13,667.	14,158.	14,668.	15,196.	15,743.	16,310.	16,897.
S-5	12,008.	12,440.	12,888.	13,352.	13,833.	14,331.	14,847.	15,381.	15,935.
S-4	11,328.	11,736.	12,159.	12,597.	13,050.	13,520.	14,007.	14,511.	15,033.
S-3	10,694.	11,079.	11,478.	11,891.	12,319.	12,763.	13,222.	13,698.	14,191.
S-2	9,969.	10,328.	10,700.	11,085.	11,484.	11,897.	12,326.	12,769.	13,229.
S-1	9,516.	9,858.	10,213.	10,581.	10,962.	11,357.	11,765.	12,189.	12,628.

SCHEDULE C

Rates for Part-Time and Seasonal Position Classes

	Rate
* Activity Instructor or Supervisor (P.T.)	
Group A (per session)	15.00
Group B (per session)	18.00
Group C (per session)	21.00
Group D (per session)	25.00
Group E (per session)	32.00
Animal Inspector (P.T.) (per annum)	2,601.00
Arts and Crafts Workshop Assistant (P.T.) (per hour)	4.53
Arts and Crafts Workshop Director (P.T.) (per hour)	4.97
Assistant Pool Supervisor (P.T.) (per hour)	5.52
Assistant Recreation Supervisor (P.T.) (per hour)	5.24
* Athletic Official or Referee	
Group A (per session)	5.00
Group B (per session)	7.50
Group C (per session)	10.00
Group D (per session)	12.00
Group E (per session)	15.00
* Building Inspector (substitute) (P.T.) (per diem)	41.00
(or per inspection)	12.00
Bus Driver (P.T.) (per hour)	4.97
Canvasser (P.T.) (per hour)	4.53
Captain of Lifeguards (P.T.) (per hour)	5.52
Captain of swim Instructors (P.T.) (per hour)	5.52
Clerk (P.T.) (per hour)	6.00
Committee Secretary (P.T.) (per hour)	6.96
Committee Secretary - Board of Appeals (P.T.) (per hour)	7.84
Day Camp Counselor (P.T.) (per hour)	4.53
Day Camp Director (P.T.) (per hour)	4.97
Director of Civil Defense (per annum)	2,100.00
Finance Committee Executive Secretary (P.T.) (per annum)	7,156.00

	Rate
Gymnastics Workshop Assistant (P.T.) (per hour)	4.53
Gymnastics Workshop Director (P.T.) (per hour)	4.97
Junior Building Custodian (P.T.) (per hour)	6.79
Junior Sailing Instructor (P.T.) (per hour)	4.86
Library Assistant I (P.T.) (per hour)	5.57
Library Assistant II (P.T.) (per hour)	6.29
* Library Page (P.T.) (per hour)	3.75
Lifeguard (P.T.) (per hour)	5.30
Minibus Coordinator (P.T.) (per annum)	6,586.00
Outreach Worker (P.T.) (per hour)	9.58
Playground Director (P.T.) (per hour)	4.69
Playleader (P.T.) (per hour)	4.36
* Plumbing and Gas Inspector (substitute) (P.T.) (per diem)	41.00
(or per inspection)	12.00
* Police Matron (P.T.) (per hour)	7.50
(or minimum)	30.00
Pool Booth Attendant (P.T.) (per hour)	4.69
Pool Maintenance Worker (P.T.) (per hour)	4.86
Pool Supervisor	6.23
Racquet Sports Camp Assistant (P.T.) (per hour)	4.53
Racquet Sports Camp Director (P.T.) (per hour)	4.69
Recreation Supervisor (P.T.) (per hour)	6.01
Reference Librarian (P.T.) (per hour)	9.05
* Registrar of Voters (P.T.) (per annum)	545.00
* Sanitarian (substitute P.T.) (per diem)	27.00
Sealer of Weights and Measures (P.T.) (per annum)	5,995.00
Senior Sailing Instructor (P.T.) (per hour)	5.24
Student Draftsman and Rodman (P.T.) (per hour)	
First Year Student	6.89
Second Year Student	7.18

SCHEDULE C (Cont'd)

Rates for Part-Time and Seasonal Position Classes

	Rate
Student Draftsman and Rodman (P.T.) (per hour) (Cont'd)	
Third Year Student	7.45
Fourth Year Student	7.72
Fifth Year Student	8.00
Swim Instructor (P.T.) (per hour)	5.30
* Temporary Janitor (P.T.) (per hour)	5.00
Temporary Laborer (per hour)	
First Year	4.58
Second Year	4.91
Third Year	5.24
Fourth Year	5.57
Fifth Year	5.96
Tennis Court Monitor (P.T.) (per hour)	4.53
Tennis Specialist (P.T.) (per hour)	4.97
Tennis Supervisor (P.T.) (per hour)	5.24
Town Counsel (P.T.) (per annum)	35,546.00
Traffic Supervisor (P.T.) (per month)	425.00
Veterans' Agent (P.T.) (per annum)	15,000.00
* Wiring Inspector (substitue P.T.)	
(Per diem)	41.00
(or per inspection)	12.00

* No increase

A motion to amend was offered by Mr. Paul H. Attridge to make the following changes, additions or deletions to Schedule A:

Associate Director, Council On Aging, New Grade or Schedule, change from "S-10" to "S-11".

Cataloger, New Grade or Schedule, change from "S-12" to "S-13".

Director of Finance, add "(16)" to indicate footnote #16.

Old title Key Punch Operator - New title Data Entry Clerk, Previous Grade or Schedule, change from "S-5" "to S-6"

Add to Schedule A "Library Assistant II Previous Grade or Schedule S-5, New Grade or Schedule S-6".

Tax Clerk, Treasurer/Tax Collector, New Grade or Schedule, change from "S-9" to "S-8".

Town Clerk, delete "Town Clerk S-24 S-17".

A second motion to amend was offered by Mr. Paul H. Attridge to add to the following Schedule B-5:

SCHEDULE B-5
Hourly Wage Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
W-8	10.02	10.41	10.78	11.18	11.62
W-7	9.70	10.02	10.41	10.78	11.18
W-6	9.31	9.70	10.02	10.41	10.78
W-5	8.97	9.31	9.70	10.02	10.41
W-4	8.63	8.97	9.31	9.70	10.02
W-3	8.32	8.63	8.97	9.31	9.70
W-2	8.06	8.32	8.63	8.97	9.31
W-1	7.78	8.06	8.32	8.63	8.97

Mr. John H. Davis, Chairman, addressed the main motion and the two motions to amend on behalf of the Personnel Board. He noted that the DPW Associates had signed a contract agreement today for Fiscal Year 1987. Mr. Davis presented a review of the job evaluation and salary survey of certain Town employees prepared by Olney Associates, Inc. He explained that the survey provides additional step increases from 5 to a total of 9. He urged affirmative action on Article 10.

Unaminous consent was given to allow Pauline Shea, Secretary of the Town Hall Associates and Needham resident, and Brian Conley, Town Hall employe and non-resident, to address Town Meeting. Both Mrs. Shea and Mr. Conley addressed this proposal on behalf of the employees in opposition to the Olney Associates, Inc. salary survey. Mr. Conley asked Town Meeting Members to reject this study and grant a 5% general wage increase. Also speaking in opposition to this article were Messrs. Thomas M. Harkins, James Hugh Powers, Richard S. Creem and Mrs. Andrea P. Rae.

Unanimous consent was given to allow John Butsell, Sr. Staff Associate of Olney Associates, Inc. to address Town Meeting. He outlined the process used in conducting the job evaluations and salary survey. Also speaking in favor of this article were Messrs. Paul H. Attridge, William M. Powers, Robert A. MacEwen and Mrs. Marcia M. Carleton.

A motion to amend was offered by Mr. Paul H. Attridge to remove from Section 20(g) of the Consolidated Personnel By-Law the words starting at "(1)", and continuing for four lines through "maximum rate." and add the words" "At the completion of each 12 months of service, the employee shall advance to the next step until the employee reaches the maximum rate set forth in the applicable schedule."

Mrs. Elinor R. Devlin advised that she will put forth a resolution in the Omnibus Article that the appeals process of the Personnel Board take place within a three-month period.

Mrs. Constance M. Setian moved to refer the subject matter of Article 10 to the Personnel Committee for further study, to report to the next Annual Town Meeting or sooner.

Mr. Richard Malconian moved the previous question as to the main motion and all motions to amend. The motion to move the previous question was presented and carried by voice vote.

Mrs. Setian's motion to refer was presented and the Moderator was in doubt as to the voice vote. Mrs. Joanne Hull Roth was sworn in as teller by the Moderator to replace Mr. F. Hartwell Swaffield. The motion to refer was presented, but it failed to pass by a count of hands. The hand count was Yes 100 - No 102. Mr. Jonathan A. White rose to request a roll call vote and was joined by more than twenty-five Town Meeting Members. The motion was again presented, but it failed to pass. the roll call vote was Yes 87 - No 118.

Mr. Attridge's third motion to amend was presented and carried unanimously by voice vote.

Mr. Attridge's second motion to amend was presented and carried unanimously by voice vote.

Mr. Attridge's first motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried by voice vote. Mr. Daniel P. Matthews was in doubt of the vote and 10 Town Meeting Members rose in agreement. The motion was again presented and carried by a count of hands. The hand count was Yes 140 - No 61.

VOTED: That the Town amend the Consolidated Personnel By-Law of the Town by striking out Section 17 thereof in its entirety and by substituting therefore a new Classification and Standard Rate of Compensation of the Paid Appointive Service.

SECTION 17: CLASSIFICATION and STANDARD RATES OF COMPENSATION of the PAID APPOINTIVE SERVICE. Except as otherwise required by State Law, the classes of positions in this Paid Appointive Service by the Town other than those in the service of the School Department and Glover Memorial Hospital and the Standard Rates of Compensation thereof effective July 1, 1986, and the compensation of positions classified by the Director of Civil Service effective July 1, 1986.

SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule:

PRESENT CLASS TITLE	NEW CLASS TITLE	PREVIOUS GRADE OR SCHEDULE	NEW GRADE OR SCHEDULE
Accounting Clerk		S-7	S-7
Accounting Clerk	Payroll Coordinator	S-7	S-7
Accounts Payable Clerk	Senior Accounting Clerk	S-9	S-8
Activity Instructor or Supervisor (P.T.)		Schedule C	
Administrative Assessor		S-25	S-17
Administrative Assistant, DPW		S-20	S-13
Administrative Clerk, Assessors		S-11	S-10
Administrative Clerk, Building		S-8	S-8
Administrative Clerk, DPW	Assistant to Director	S-11	S-10
Administrative Clerk, Finance	Administrative Clerk, Benefits	S-9	S-7
Administrative Clerk, Health		S-9	S-8
Administrative Clerk, Park & Recreation		S-9	S-8
Administrative Clerk, Personnel		S-7	S-8
Administrative Clerk, Planning		S-7	S-6
Administrative Clerk, Police		S-9	S-8
Administrative Clerk, Retirement		S-9	S-8
Administrative Clerk, Selectmen		S-9	S-9
Administrative Clerk, Town Clerk		S-7	S-6
Administrative Clerk, Treasurer/Tax Coll.		S-11	S-9
Administrative Clerk, Youth Commission		S-7	S-7
Animal Inspector (P.T.)		Schedule C	
Arts & Crafts Workshop Assistant (P.T.)		Schedule C	
Arts & Crafts Workshop Director (P.T.)		Schedule C	
Assistant Administrative Assessor		S-18	S-14
Assistant Cataloger		S-8	S-8
Assistant Children's Librarian		S-8	S-8
Assistant Director, Park & Recreation		S-13	S-10
Assistant Director of Public Library		S-18	S-15
Assistant Pool Supervisor (P.T.)		Schedule C	
Assistant Recreation Supervisor (P.T.)		Schedule C	
Assistant Superintendent (Fire Alarm)		FA-2	FA-2
Assistant Town Clerk		S-10	S-11
Associate Director of Council on Aging		S-12	S-11
Athletic Official or Referee (P.T.)		Schedule C	
Building Inspector (Substitute) (P.T.)		Schedule C	
Bus Driver		Schedule C	
Canvasser (P.T.)		Schedule C	
Captain of Lifeguards (P.T.)		Schedule C	
Captain of Swim Instructors (P.T.)		Schedule C	
Caseworker		S-20	S-13
Cataloger		S-15	S-13
Children's Librarian		S-15	S-13
Circulation Supervisor		S-11	S-9
Civil Engineer, Grade II	Draftsman	S-14	S-9
Civil Engineer, Grade III	Survey Party Chief	S-17	S-12
Civil Engineer, Grade III (2) (12)	Senior Draftsman (2) (12)	S-17	S-12
Civil Engineer, Grade IV (2) (12)	Senior Engineer (2) (12)	S-21	S-14
Clerk, DPW		S-7	S-7

SCHEDULE A (Cont'd)

PRESENT CLASS TITLE	NEW CLASS TITLE	PREVIOUS GRADE OR SCHEDULE	NEW GRADE OR SCHEDULE
Clerk, Fire		S-5	S-6
Clerk, Health		S-5	S-6
Clerk, Park & Recreation		S-5	S-5
Clerk, Payroll & Bookkeeping, DPW	Clerk, Payroll & Billing, DPW	S-7	S-7
Clerk, Police		S-7	S-6
Clerk, Treasurer & Tax Collector	Excise Tax Clerk T/T	S-7	S-6
Clerk, Veterans' Benefits		S-5	S-7
Committee Secretary (P.T.)		Schedule C	
Committee Secretary, Board of Appeals (P.T.)		Schedule C	
Computer Operator		S-11	S-9
Control Clerk, Data Processing		S-11	S-6
Council on Aging Executive Director		S-19	S-16
Data Processing Manager	Director, Management Information Systems	S-26	S-18
Day Camp Counselor (P.T.)		Schedule C	
Day Camp Director (P.T.)		Schedule C	
Deputy Fire Chief		F-4	F-4
Director of Civil Defense		Schedule C	
Director of Finance (16)		S-33	S-22
Director of Parks & Recreation		S-24	S-17
Director of Public Library		S-25	S-18
Director of Public Works		S-35	S-23
Division Superintendent (Highway) (1)		S-25	S-17
Division Superintendent (Park) (1)		S-25	S-17
Division Superintendent (Sewer) (1)		S-25	S-17
Division Superintendent (Water) (1)		S-25	S-17
Dog Officer	Animal Control Officer	S-14	S-10
Employment Counselor		S-15	S-9
Equipment Mechanic		W-6	S-6
Equipment Welder		W-6	W-6
Executive Clerk		S-10	S-10
Executive Secretary		S-33	S-22
Excise Tax Clerk, Assessors		S-7	S-6
Finance Committee Executive Secretary (P.T.)		Schedule C	
Fire Captain (10)		F-3	F-3
Fire Chief		F-5	F-5
Firefighter (5) (10) (13)		F-1	F-1
Fire Lieutenant (10)		F-2	F-2
Garage and Equipment Supervisor		S-22	S-13
Garage Mechanic		W-4	W-4
General Foreman - Highway, Sewer, Water Division		S-20	S-13
Gymnastics Workshop Assistant (P.T.)		Schedule C	
Gymnastics Workshop Director (P.T.)		Schedule C	
Heavy Equipment Operator		W-4	W-4
Inspector of Buildings		S-23	S-18
Inspector of Plumbing		S-18	S-14
Inspector of Wires		S-18	S-14
Junior Building Custodian		S-7	S-5
Junior Building Custodian (P.T.)		Schedule C	
Junior Sailing Instructor (P.T.)		Schedule C	
Key Punch Operator	Data Entry Clerk	S-6	S-4
Key Punch Operator, Senior	Data Entry Operator	S-9	S-5
Laborer		W-1	W-1
Library Assistant I		S-3	S-4
Library Assistant I (P.T.)		Schedule C	
Library Assistant II		S-5	S-6
Library Assistant II	Administrative Clerk	S-5	S-8
Library Assistant II (P.T.)		Schedule C	
Library Page (P.T.)		Schedule C	
Lifeguard (P.T.)		Schedule C	
Lineman		FA-1	FA-1
Maintenance Man		W-3	W-3
Maintenance Worker Custodian, Police		S-12	S-9

SCHEDULE A (Cont'd)

PRESENT CLASS TITLE	NEW CLASS TITLE	PREVIOUS GRADE OR SCHEDULE	NEW GRADE OR SCHEDULE
Master Mechanic		W-8	W-8
Memorial Park Supervisor		S-18	S-12
Meter Repairman		W-4	W-4
Minibus Coordinator		Schedule C	
Nutritionist		S-15	S-13
Out Reach Worker		Schedule C	
Patrolman (3) (6) (7) (9) (10) (14)		P-2	P-2
Personnel Director		S-24	S-17
Planning Director		S-26	S-18
Playground Director (P.T.)		Schedule C	
Playleader (P.T.)		Schedule C	
Plumbing and Gas Inspector (Substitute) (P.T.)		Schedule C	
Police Chief		P-5	P-5
Police Lieutenant (6) (10) (11)		P-4	P-4
Police Matron (P.T.)		Schedule C	
Police Sergeant (3) (4) (6) (7) (9) (10)		P-3	P-3
Pool Booth Attendant (P.T.)		Schedule C	
Pool Maintenance Worker (P.T.)		Schedule C	
Pool Supervisor (P.T.)		Schedule C	
Principal Clerk		S-6	S-6
Programmer		S-18	S-12
Programmer/Computer Operator		S-15	S-13
Property Betterment Clerk, Assessors		S-7	S-6
Property Transfer and Land Records Clerk, Assessors		S-9	S-8
Provisional Appointee (Police Department)		P-1	P-1
Public Health Nurse		S-15	S-14
Public Works Craftsman		W-4	W-4
Public Works Dispatcher		W-4	W-4
Public Works Inspector		S-14	S-13
Public Works Specialist		W-5	W-5
Pumping Station Operator		W-4	W-4
Racquet Sports Camp Assistant (P.T.)		Schedule C	
Racquet Sports Camp Director (P.T.)		Schedule C	
Records Clerk, D.P.W.		S-7	S-7
Recreation Supervisor (P.T.)		Schedule C	
Reference Librarian		S-15	S-12
Reference Librarian (P.T.)		Schedule C	
Reference Supervisor		S-16	S-14
Registrar of Voters		Schedule C	
Sanitarian		S-19	S-15
Sanitarian (Substitute)		Schedule C	
Sealer of Weights & Measures (P.T.)		Schedule C	
Senior Building Custodian		S-11	S-9
Senior Programmer		S-20	S-14
Senior Sailing Instructor (P.T.)		Schedule C	
Shovel Operator		W-6	W-6
Student Draftsman and Rodman		Schedule C	
Swim Instructor (P.T.)		Schedule C	
Switchboard Operator		S-3	S-5
Switchboard Operator Data Entry II		S-6	S-6
Tax Clerk, Treasurer/Tax Collector		S-9	S-8
Temporary Janitor (P.T.)		Schedule C	
Temporary Laborer (P.T.)		Schedule C	
Tennis Court Monitor (P.T.)		Schedule C	
Tennis Specialist (P.T.)		Schedule C	
Tennis Supervisor (P.T.)		Schedule C	
Town Comptroller		S-24	S-18
Town Counsel (P.T.)		Schedule C	
Town Engineer		S-27	S-18
Town Treasurer & Tax Collector		S-24	S-17
Traffic Supervisor (P.T.)		Schedule C	
Tree Climber		W-4	W-4

SCHEDULE A (Cont'd)

PRESENT CLASS TITLE	NEW CLASS TITLE	PREVIOUS GRADE OR SCHEDULE	NEW GRADE OR SCHEDULE
Veterans' Agent		Schedule C	
Water Meter Reader		W-3	W-3
Wiring Inspector (Substitute) (P.T.)		Schedule C	
Working Foreman (15)		W-6	W-6
Young Adults Librarian		S-15	S-12
Youth Coordinator		S-24	S-17

SCHEDULE A FOOTNOTES

(1) Additional $100 per month when assigned to and performing the duties of Assistant Director of Public Works.
(2) Additional $100 per month when assigned to and performing the duties of Office Manager as designated by the Director of Public Works.
(3) Additional $1,200 per year when assigned to and performing the duties of Detective as designated by the Police Chief.
(4) Additional $40 per month when assigned to and performing the duties of Station Commander as designated by the Police Chief.
(5) Additional $100 per month when assigned to and performing the duties of Equipment Mechanic as designated by the Fire Chief.
(6) Additional 6% of base salary when assigned permanently to the night shifts as designated by the Police Chief.
(7) Additional $50 per month when assigned to and performing the duties of a Specialist - Youth Officer as designated by the Police Chief.
(8) Said Director shall be the Superintendent of Public Works within the meaning of Section 20 to 30, inclusive, of the Needham Special Home Rule Charter Act (Acts of 1971, c.403), and shall be appointed in the manner and shall exercise the powers and duties of such Superintendent, specified in said act.
(9) Additional $1,200 per year when assigned to and performing the duties of Principal Prosecuting Officer as designated by the Police Chief.
(10) The following additional amounts when certified and acting as Emergency Medical Technician: Patrolman, Police Sergeant, Firefighter, Fire Lieutenant, Fire Captain, Deputy Fire Chief - .0335 of base rate per year.
(11) Additional $1,200 per year when assigned to and performing the duties of Acting Police Chief as designated by the Police Chief.
(12) Additional $50 per month when assigned to and performing the duties of Assistant Town Engineer as designated by the Director of Public Works.
(13) Additional $100 per month when assigned to and performing the duties of Fire Inspector as designated by the Fire Chief.
(14) Additional $50 per month when assigned to and performing the duties of Safety Officer as designated by the Police Chief.
(15) Additional $75 per month when assigned to and performing the duties of Deputy Tree Warden.
(16) Additional $600 per year when assigned to and performing the duties of Workman's Compensation Agent.

SCHEDULE B-1

GRADE	MINIMUM	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	MAXIMUM
S-23	43,351.	44,912.	46,529.	48,204.	49,939.	51,737.	53,600.	55,529.	57,528.
S-22	40,686.	42,151.	43,668.	45,240.	46,869.	48,556.	50,304.	52,115.	53,991.
S-21	38,207.	39,583.	41,008.	42,484.	44,013.	45,598.	47,239.	48,940.	50,702.
S-20	35,729.	37,015.	38,347.	39,728.	41,158.	42,640.	44,175.	45,765.	47,413.
S-19	33,390.	34,593.	35,838.	37,128.	38,465.	39,849.	41,284.	42,770.	44,310.
S-18	30,109.	31,192.	32,315.	33,479.	34,684.	35,933.	37,226.	38,566.	39,955.
S-17	28,122.	29,135.	30,184.	31,270.	32,396.	33,562.	34,770.	36,022.	37,319.
S-16	26,272.	27,217.	28,197.	29,212.	30,264.	31,354.	32,482.	33,652.	34,863.
S-15	24,331.	25,207.	26,114.	27,054.	28.028.	29,037.	30,082.	31,165.	32,287.
S-14	22,525.	23,336.	24,176.	25,046.	25,948.	26,882.	27,850.	28,852.	29,891.
S-13	20,855.	21,606.	22,383.	23,189.	24,024.	24,889.	25,785.	26,713.	27,675.
S-12	19,320.	20,016.	20,736.	21,483.	22,256.	23,057.	23,887.	24,747.	25,638.
S-11	17,876.	18,519.	19,186.	19,876.	20,592.	21,333.	22,101.	22,897.	23,721.
S-10	16,993.	17,604.	18,238.	18,895.	19,575.	20,280.	21,010.	21,766.	22,550.
S-9	15,769.	16,337.	16,925.	17,534.	18,166.	18,820.	19,497.	20,199.	20,926.
S-8	14,546.	15,069.	15,612.	16,174.	16,756.	17,359.	17,984.	18,632.	19,303.
S-7	13,504.	13,990.	14,493.	15,015.	15,556.	16,116.	16,696.	17,297.	17,919.
S-6	12,733.	13,192.	13,667.	14,158.	14,668.	15,196.	15,743.	16,310.	16,897.
S-5	12,008.	12,440.	12,888.	13,352.	13,833.	14,331.	14,847.	15,381.	15,935.
S-4	11,328.	11,736.	12,159.	12,597.	13,050.	13,520.	14,007.	14,511.	15,033.
S-3	10,694.	11,079.	11,478.	11,891.	12,319.	12,763.	13,222.	13,698.	14,191.
S-2	9,969.	10,328.	10,700.	11,085.	11,484.	11,897.	12,326.	12,769.	13,229.
S-1	9,516.	9,858.	10,213.	10,581.	10,962.	11,357.	11,765.	12,189.	12,628.

SCHEDULE B-5
Hourly Wage Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
W-8	10.02	10.41	10.78	11.18	11.62
W-7	9.70	10.02	10.41	10.78	11.18
W-6	9.31	9.70	10.02	10.41	10.78
W-5	8.97	9.31	9.70	10.02	10.41
W-4	8.63	8.97	9.31	9.70	10.02
W-3	8.32	8.63	8.97	9.31	9.70
W-2	8.06	8.32	8.63	8.97	9.31
W-1	7.78	8.06	8.32	8.63	8.97

SCHEDULE C
Rates for Part-Time and Seasonal Position Classes

	Rate
* Activity Instructor or Supervisor (P.T.)	
Group A (per session)	15.00
Group B (per session)	18.00
Group C (per session)	21.00
Group D (per session)	25.00
Group E (per session)	32.00
Animal Inspector (P.T.) (per annum)	2,601.00
Arts and Crafts Workshop Assistant (P.T.) (per hour)	4.53
Arts and Crafts Workshop Director (P.T.) (per hour)	4.97
Assistant Pool Supervisor (P.T.) (per hour)	5.52
Assistant Recreation Supervisor (P.T.) (per hour)	5.24
* Athletic Official or Referee	
Group A (per session)	5.00
Group B (per session)	7.50
Group C (per session)	10.00
Group D (per session)	12.00
Group E (per session)	15.00
* Building Inspector (substitute) (P.T.)	
(per diem)	41.00
(or per inspection)	12.00
Bus Driver (P.T.) (per hour)	4.97
Canvasser (P.T.) (per hour)	4.53
Captain of Lifeguards (P.T.) (per hour)	5.52
Captain of swim Instructors (P.T.) (per hour)	5.52
* Clerk (P.T.) (per hour)	6.00
Committee Secretary (P.T.) (per hour)	6.96
Committee Secretary - Board of Appeals (P.T.) (per hour)	7.84
Day Camp Counselor (P.T.) (per hour)	4.53
Day Camp Director (P.T.) (per hour)	4.97
** Director of Civil Defense (per annum)	2,100.00
Finance Committee Executive Secretary (P.T.) (per annum)	7,156.00
Gymnastics Workshop Assistant (P.T.) (per hour)	4.53
Gymnastics Workshop Director (P.T.) (per hour)	4.97
Junior Building Custodian (P.T.) (per hour)	6.79
Junior Sailing Instructor (P.T.) (per hour)	4.86
Library Assistant I (P.T.) (per hour)	5.57
Library Assistant II (P.T.) (per hour)	6.29
* Library Page (P.T.) (per hour)	3.75
Lifeguard (P.T.) (per hour)	5.30
Minibus Coordinator (P.T.) (per annum)	6,586.00
Outreach Worker (P.T.) (per hour)	9.58
Playground Director (P.T.) (per hour)	4.69
Playleader (P.T.) (per hour)	4.36

SCHEDULE C (Cont'd)
Rates for Part-Time and Seasonal Position Classes

	Rate
* Plumbing and Gas Inspector (substitute) (P.T.) (per diem)	41.00
(or per inspection)	12.00
* Police Matron (P.T.) (per hour)	7.50
(or minimum)	30.00
Pool Booth Attendant (P.T.) (per hour)	4.69
Pool Maintenance Worker (P.T.) (per hour)	4.86
Pool Supervisor	6.23
Racquet Sports Camp Assistant (P.T.) (per hour)	4.53
Racquet Sports Camp Director (P.T.) (per hour)	4.69
Recreation Supervisor (P.T.) (per hour)	6.01
Reference Librarian (P.T.) (per hour)	9.05
* Registrar of Voters (P.T.) (per annum)	545.00
* Sanitarian (substitute P.T.) (per diem)	27.00
Sealer of Weights and Measures (P.T.) (per annum)	5,995.00
Senior Sailing Instructor (P.T.) (per hour)	5.24
Student Draftsman and Rodman (P.T.) (per hour)	
First Year Student	6.89
Second Year Student	7.18
Third Year Student	7.45
Fourth Year Student	7.72
Fifth Year Student	8.00
Swim Instructor (P.T.) (per hour)	5.30
* Temporary Janitor (P.T.) (per hour)	5.00
Temporary Laborer (per hour)	
First Year	4.58
Second Year	4.91
Third Year	5.24
Fourth Year	5.57
Fifth Year	5.96
Tennis Court Monitor (P.T.) (per hour)	4.53
Tennis Specialist (P.T.) (per hour)	4.97
Tennis Supervisor (P.T.) (per hour)	5.24
Town Counsel (P.T.) (per annum)	33,546.00
Traffic Supervisor (P.T.) (per month)	425.00
Veterans' Agent (P.T.) (per annum)	15,000.00
* Wiring Inspector (substitue P.T.)	
(Per diem)	41.00
(or per inspection)	12.00

* No increase

** The rate for Schedule C Director of Civil Defense (per annum) was changed from $2,100.00 to $2,000.00 under Article 48, May 28, 1986.

ALSO VOTED: To remove from Section 20(g) of the Consolidated Personnel By-Law the words starting at "(1)", and continuing for four lines through "maximum rate." and add the words: "At the completion of each 12 months of service, the employee shall advance to the next step until the employee reaches the maximum rate set forth in the applicable schedule."

Prior to the disposition of Article 10, Mr. Daniel P. Matthews moved that the meeting stand adjourned until Wednesday, May 14, 1986, at 7:30 P.M. at the Newman Middle School to let Article 10 come back on the floor.

After a brief discussion, Mr. Francis G. Denneen moved the previous question and when presented, it carried by voice vote.

Mr. Matthews' motion to adjourn was presented, but it failed to pass by voice vote.

The Moderator declared Article 10 disposed of.

At 11:12 P.M. Mr. Dextor H. Marsh, Jr. moved that the meeting stand adjourned until Wednesday, May 14, 1986, at 7:30 P.M. at the Newman Middle School and it was so voted unanimously.

Theodora K. Bertolet
Town Clerk

* * * *

ADJOURNED ANNUAL TOWN MEETING

May 14, 1986

Pursuant to adjournment of the Annual Town Meeting held May 12, 1986, the Inhabitants of the Town of Needham qualified to vote in Town Affairs met in the Newman Middle School on Wednesday, May 14, 1986, at 7:30 P.M.

Check lists were used and 244 voters were checked on the list, including 219 Town Meeting Members.

Rev. Robert F. Hennessey, Associate Pastor, Saint Joseph's Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Mrs. Sally B. Davis moved that the Annual Town Meeting stand adjourned until such time that the Special Town Meeting called for this evening at 7:30 P.M. is either adjourned or dissolved. It was so voted unanimously.

* * * *

SPECIAL TOWN MEETING

May 14, 1986

Pursuant to a warrant issued by the Selectmen on April 16, 1986, this meeting was called for May 14, 1986, at 7:30 P.M. The call to the meeting and the officer's return were read by the Town Clerk.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Unanimous consent was given to omit the reading of the articles and to refer to them by number only. The same parlimentary rules as outlined for the Annual Town Meeting were adopted.

ARTICLE 1

To see if the Town will vote to appropriate the sum of $25,817.06 for the payment of charges incurred prior to Fiscal Year 1986 by the following departments:

Department	Description	Amount
Planning Board	Legal Advertising	$ 131.60
School	Wang Lab. WP Sys. 30, Inc. Disk Drive & CRT/Keyboard	$ 2,916.00
Hospital	Various Vendors	$22,769.46
		$25,817.06

said sum to be raised from the free cash certified account; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $25,817.06 for the payment of charges incurred prior to Fiscal Year 1986 by the following departments:

Department	Description	Amount
Planning Board	Legal Advertising	$ 131.60
School	Wang Lab. WP Sys. 30, Inc. Disk Drive & CRT/Keyboard	$ 2,916.00
Hospital	Various Vendors	$22,769.46
		$25,817.06

said sum to be raised from the free cash certified account.

A motion to amend was offered by Mr. William M. Powers to delete the dollar amount under Planning Board "131.60" and insert in place thereof $250.04", to delete the dollar amount under Hospital "22,769.46" and insert in place thereof "24,559.13"; and to delete the total amount "25,817.06" in the first line and the total amount column and insert in place thereof "27,725.17".

Mr. Power's motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

A further motion to amend the main motion was offered by Mr. William M. Powers to delete the following words in the last line "said sum to be raised from the free cash certified account" and to insert in place thereof the following words "$27,725.17 to be raised by transfer from the unexpended balance in the following line items in Article 11 of the 1985 Annual Town Meeting; line 132 Hospital Expenses $27,725.17."

ACTION: The main motion, twice amended, was presented and carried unanimously by voice vote.

VOTED: That the Town appropriate the sum of $27,725.17 for the payment of charges incurred prior to Fiscal Year 1986 by the following departments:

Department	Description	Amount
Planning Board	Legal Advertising	$ 250.04
School	Wang Lab. WP Sys. 30, Inc. Disk Drive & CRT/Keyboard	$ 2,916.00
Hospital	Various Vendors	$24,559.13
		$27,725.17

$27,725.17 to be raised by transfer from the unexpended balances in the following line items in Article 11 of the 1985 Annual Town meeting; line 132 Hospital Expenses $27,725.17.

ARTICLE 2

To see if the Town will vote to appropriate a sum of money for the purpose of supplementing some of the line item amounts appropriated under budget Article 11 of the 1985 Annual Town Meeting which are found to be insufficient to meet the normal costs incurred for the respective services identified with said line items; determine how said sum is to be raised, whether from the free cash account, by transfer of the anticipated unused sums from budget items appropriated under said Article 11 or by any other means and how expended; or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $114,585. for the purpose of supplementing some of the line item amounts appropriated under budget Article 11 of the 1985 Annual Town Meeting which are found to be insufficient to meet the normal costs incurred for the respective services identified with said line items; said sum to be raised from the Overlay Reserve Fund.

A motion to amend was offered by Mr. William M. Powers to add the following words at the end of the main motion: "said items as determined and recommended are identified and allocated as follows:

Item #	Description	Amount
1	Selectmen - Salaries	$ 1,780.
2	Selectmen - Telephone	3,500.
7	Insurance - General	27,234.
	Finance - Out of State Travel	639.
46	Finance - Interest - Temp Loan	4,495.
74	Police - O/T Salaries	8,000.
89	Fire - O/T Salaries	39,000.
109	DPW - Engineering Salaries	6,500.
149	Youth Commission Expenses	437.
164	Library - Building Maintenance	3,000.
10	Uniformed Services Medical Payments	20,000.
		$114,585.

Mr. Powers' motion to amend was presented and carried by voice vote.

ACTION: The main motion, as amended, was presented and carried by voice vote.

VOTED: That the Town appropriate the sum of $114,585. for the purpose of supplementing some of the line item amounts appropriated under budget Article 11 of the 1985 Annual Town Meeting which are found to be insufficient to meet the normal costs incurred for the respective services identified with said line items; said sum to be raised from the Overlay Reserve Fund. Said items as determined and recommended are identified and allocated as follows:

Item #	Description	Amount
1	Selectmen - Salaries	$ 1,780.
2	Selectmen - Telephone	3,500.
7	Insurance - General	27,234.
	Finance - Out of State Travel	639.
46	Finance - Interest - Temp Loan	4,495.
74	Police - O/T Salaries	8,000.
89	Fire - O/T Salaries	39,000.
109	DPW - Engineering Salaries	6,500.
149	Youth Commission Expenses	437.
164	Library - Building Maintenance	3,000.
10	Uniformed Services Medical Payments	20,000.
		$114,585.

ARTICLE 3

To see if the Town will vote to amend the Zoning By-Law as follows; or take any other action relative thereto.

1. By inserting the following new definitions in Section 1.3. Definitions at the appropriate alphabetical locations:

   "Heliport, general - An area used by helicopters which includes passenger and cargo facilities and regularly scheduled passenger and cargo service, aircraft maintenance and repair, fueling service, storage space, hangars and accessory buildings, and/or overnight storage.

   Heliport, limited - An area on a roof or on the ground used by helicopters for the purpose of picking up or discharging passengers or cargo, but not including fuel service, maintenance or overhaul, hangars or other accessory buildings, or overnight storage (except when removal is prohibited due to atmospheric conditions or mechanical difficulties)."

2. By adding a new Section 6.5. Limited Heliports, which shall read as follows:

   6.5.1 Unless otherwise prohibited under this Zoning By-Law, Special Permits for Limited Heliports may be granted in accordance with Section 7.5.2. of the By-Law in Industrial and Industrial Park Districts which shall be consistent and in conformance with the standards and criteria enumerated herein and any other conditions that may be required by the Board of Appeals.

   6.5.2 Basic Requirements

   a) The proposed limited heliport is found to be desirable for public convenience and welfare.

   b) No part of the limited heliport shall be less than 700 feet from a residentially zoned district (excluding Commonwealth of

Massachusets land currently devoted to the Route 128 Circumferential Highway as shown on the Needham Zoning Map), nor less than 800 feet from any part of a television or radio tower that is more than 150 feet in height, nor less than 1200 feet from the base of a television or radio tower that is more than 150 feet in height, nor less than 4,500 feet from any other limited heliport, nor less than 100 feet from a public way (excluding Commonwealth of Massachusetts land devoted to Route 128 and related ramp areas).

c) The limited heliport shall not be utilized by a helicopter craft with a seating capacity of more than five.

d) The applicant shall submit a noise assessment consistent with Federal Aviation Administration guidelines contained in Advisory Circular Number 150/5020-2 or any subsequent amendments, to evaluate the acoustic impacts on the environment in the area of the proposed limited heliport.

e) The applicant shall submit a site plan certified by an individual possessing qualifications satisfactory to the Board of Appeals showing the direction of prevailing winds, the approach/departure pattern (including the horizontal plan and elevation profile of the flight paths to be used), and the location and height of any structures within the glide path.

f) Heliport landing areas at ground level shall have a minimum area of 100 feet by 100 feet which shall be paved and kept free of loose material. The landing area shall be enclosed by a fence at least four feet in height. Heliport landing areas constructed on buildings and other elevated places shall be of a size and construction consistent with federal and state standards. In no event shall a heliport be constructed on a building or other elevated place if it is determined by the Needham Fire Department to be at a height beyond the fire fighting capabilities of its equipment.

g) Heliport landing areas shall be provided with means for safe collection and disposition of fuel spilled in an emergency. Adequate fire protection and fire-fighting equipment shall be provided in accordance with federal, state and local requirements and shall be regularly inspected and tested.

h) Heliport landing areas shall be provided with lighting and wind direction indications in conformity with Federal Aviation Agency and Massachusetts Aeronautics Commission regulations and recommendations.

i) Unless otherwise specified in this section or within the decision of the Board of Appeals, Limited Heliport land areas shall be of a design and construction consistent with the appropriate state and federal standards.

j) The Board of Appeals may require evidence of application, certification and/or approval by the Massachusetts Aeronautics Commission, the Federal Aviation Administration, Civil Aeronautics Board, or other appropriate agency prior to the granting of a special permit for a limited heliport.

k) The Board of Appeals shall specify the hours of operation of limited heliports and the frequency of use.

l) A special permit granted under this section shall be subject to review by the Board of Appeals on an annual basis. The Board shall consult with the Building Inspector to determine if all conditions of the original special permit for the heliport have been met and if any complaints have been filed concerning the operation of the heliport with the Building Inspector or the Board. The Building Inspector shall respond to any complaints consistent with Chapter 40A.

MOVED: That the Town amend the Zoning By-Law as follows:

1. By inserting the following new definitions in Section 1.3. Definitions at the appropriate alphabetical locations:

"Heliport, general - An area used by helicopters which includes passenger and cargo facilities and regularly scheduled passenger and cargo service, aircraft maintenance and repair, fueling service, storage space, hangars and accessory buildings, and/or overnight storage.

Heliport, limited - An area on a roof or on the ground used by helicopters for the purpose of picking up or discharging passengers or cargo, but not including fuel service, maintenance or overhaul, hangars or other accessory buildings, or overnight storage (except when removal is prohibited due to atmospheric conditions or mechanical difficulties)."

2. By adding a new Section 6.5. Limited Heliports, which shall read as follows:

6.5.1 Unless otherwise prohibited under this Zoning By-Law, Special Permits for Limited Heliports may be granted in accordance with Section 7.5.2. of the By-Law in Industrial and Industrial Park Districts which shall be consistent and in conformance with the standards and criteria enumerated herein and any other conditions that may be required by the Board of Appeals.

6.5.2 Basic Requirements

a) The proposed limited heliport is found to be desirable for public convenience and welfare.

b) No part of the limited heliport shall be less than 700 feet from a residentially zoned district (excluding Commonwealth of Massachusets land currently devoted to the Route 128 Circumferential Highway as shown on the Needham Zoning Map), nor less than 800 feet from any part of a television or radio tower that is more than 150 feet in height, nor less than 1200 feet from the base of a television or radio tower that is more than 150 feet in height, nor less than 4,500 feet from any other limited heliport, nor less than 100 feet from a public way (excluding Commonwealth of Massachusetts land devoted to Route 128 and related ramp areas).

c) The limited heliport shall not be utilized by a helicopter craft with a seating capacity of more than five.

d) The applicant shall submit a noise assessment consistent with Federal Aviation Administration guidelines contained in Advisory Circular Number 150/5020-2 or any subsequent amendments, to evaluate the acoustic impacts on the environment in the area of the proposed limited heliport.

e) The applicant shall submit a site plan certified by an individual possessing qualifications satisfactory to the Board of Appeals showing the direction of prevailing winds, the approach/departure pattern (including the horizontal plan and elevation profile of the flight paths to be used), and the location and height of any structures within the glide path.

f) Heliport landing areas at ground level shall have a minimum area of 100 feet by 100 feet which shall be paved and kept free of loose material. The landing area shall be enclosed by a fence at least four feet in height. Heliport landing areas constructed on buildings and other elevated places shall be of a size and construction consistent with federal and state standards. In no event shall a heliport be constructed on a building or other elevated place if it is determined by the Needham Fire Department to be at a height beyond the fire fighting capabilities of its equipment.

g) Heliport landing areas shall be provided with means for safe collection and disposition of fuel spilled in an emergency. Adequate fire protection and fire-fighting equipment shall be provided in accordance with federal, state and local requirements and shall be regularly inspected and tested.

h) Heliport landing areas shall be provided with lighting and wind direction indications in conformity with Federal Aviation Agency and Massachusetts Aeronautics Commission regulations and recommendations.

i) Unless otherwise specified in this section or within the decision of the Board of Appeals, Limited Heliport land areas shall be of a design and construction consistent with the appropriate state and federal standards.

j) The Board of Appeals may require evidence of application, certification and/or approval by the Massachusetts Aeronautics Commission, the Federal Aviation Administration, Civil Aeronautics Board, or other appropriate agency prior to the granting of a special permit for a limited heliport.

k) The Board of Appeals shall specify the hours of operation of limited heliports and the frequency of use.

l) A special permit granted under this section shall be subject to review by the Board of Appeals on an annual basis. The Board shall consult with the Building Inspector to determine if all conditions of the original special permit for the heliport have been met and if any complaints have been filed concerning the operation of the heliport with the Building Inspector or the Board. The Building Inspector shall respond to any complaints consistent with Chapter 40A.

A motion to amend was offered by Mr. Norman A. Homsy to delete the number "700" in the first line of Section 2, Subsection 6.5.2. Basic Requirement (b) and insert in place thereof the number "1000".

Mr. Norman A. Homsy, Chairman, addressed this proposal on behalf of the Planning Board. He presented a brief review of the history of the heliport situation since the 1985 Annual Town Meeting.

A second motion to amend was offered by Mr. Hertz N. Henkoff to delete the following words in Section 2, Subsection 6.5.2. Basic Requirement (1): "The Board shall consult with the Building Inspector to determine if" and insert in place thereof the words "The Building Inspector shall report on an annual basis to the Board of Appeals whether or not".

After a brief discussion, Mr. Foster S. Crook moved the previous question on the main motion and the two motions to amend. The motion was presented and carried by voice vote.

Mr. Henkoff's motion to amend was presented and carried unanimously by voice vote.

Mr. Homsy's motion to amend was presented and carried by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the Town amend the Zoning By-Law as follows:

1. By inserting the following new definitions in Section 1.3. Definitions at the appropriate alphabetical locations:

   "Heliport, general - An area used by helicopters which includes passenger and cargo facilities and regularly scheduled passenger and cargo service, aircraft maintenance and repair, fueling service, storage space, hangars and accessory buildings, and/or overnight storage.

   Heliport, limited - An area on a roof or on the ground used by helicopters for the purpose of picking up or discharging passengers or cargo, but not including fuel service, maintenance or overhaul, hangars or other accessory buildings, or overnight storage (except when removal is prohibited due to atmospheric conditions or mechanical difficulties)."

2. By adding a new Section 6.5. Limited Heliports, which shall read as follows:

   6.5.1 Unless otherwise prohibited under this Zoning By-Law, Special Permits for Limited Heliports may be granted in accordance with Section 7.5.2. of the By-Law in Industrial and Industrial Park Districts which shall be consistent and in conformance with the standards and criteria enumerated herein and any other conditions that may be required by the Board of Appeals.

   6.5.2 Basic Requirements

   a) The proposed limited heliport is found to be desirable for public convenience and welfare.

   b) No part of the limited heliport shall be less than 700 feet from a residentially zoned district (excluding Commonwealth of Massachusets land currently devoted to the Route 128 Circumferential Highway as shown on the Needham Zoning Map), nor less than 800 feet from any part of a television or radio tower that is more than 150 feet in height, nor less than 1200 feet from the base of a television or radio tower that is more than 150 feet in height, nor less than 4,500 feet from any other limited heliport, nor less than 100 feet from a public way (excluding Commonwealth of Massachusetts land devoted to Route 128 and related ramp areas).

   c) The limited heliport shall not be utilized by a helicopter craft with a seating capacity of more than five.

   d) The applicant shall submit a noise assessment consistent with Federal Aviation Administration guidelines contained in Advisory Circular Number 150/5020-2 or any subsequent amendments, to evaluate the acoustic impacts on the environment in the area of the proposed limited heliport.

   e) The applicant shall submit a site plan certified by an individual possessing qualifications satisfactory to the Board of Appeals showing the direction of prevailing winds, the approach/departure pattern (including the horizontal plan and elevation profile of the flight paths to be used), and the location and height of any structures within the glide path.

   f) Heliport landing areas at ground level shall have a minimum area of 100 feet by 100 feet which shall be paved and kept free of loose material. The landing area shall be enclosed by a fence at least four feet in height. Heliport landing areas constructed on buildings and other elevated places shall be of a size and construction consistent with federal and state standards. In no event shall a heliport be constructed on a building or other elevated place if it is determined by the Needham Fire Department to be at a height beyond the fire fighting capabilities of its equipment.

   g) Heliport landing areas shall be provided with means for safe collection and disposition of fuel spilled in an emergency. Adequate fire protection and fire-fighting equipment shall be provided in accordance with federal, state and local requirements and shall be regularly inspected and tested.

   h) Heliport landing areas shall be provided with lighting and wind direction indications in conformity with Federal Aviation Agency and Massachusetts Aeronautics Commission regulations and recommendations.

   i) Unless otherwise specified in this section or within the decision of the Board of Appeals, Limited Heliport land areas shall be of a design and construction consistent with the appropriate state and federal standards.

   j) The Board of Appeals may require evidence of application, certification and/or approval by the Massachusetts Aeronautics Commission, the Federal Aviation Administration, Civil Aeronautics Board, or other appropriate agency prior to the granting of a special permit for a limited heliport.

   k) The Board of Appeals shall specify the hours of operation of limited heliports and the frequency of use.

   l) A special permit granted under this section shall be subject to review by the Board of Appeals on an annual basis. The

Building Inspector shall report on an annual basis to the Board of Appeals whether or not all conditions of the original special permit for the heliport have been met and if any complaints have been filed concerning the operation of the heliport with the Building Inspector or the Board. The Building Inspector shall respond to any complaints consistent with Chapter 40A.

At this time, Mr. Francis G. Denneen rose to a point of order. He advised the Town Meeting Members that Richard P. Melick was now serving in his 25th year as Moderator for the Town of Needham and, while Mr. Melick's ambition in earlier years was to be a cowboy, the Town has been very lucky to have him as town Moderator. Mrs. Sally B. Davis, Chairman of the Board of Selectmen, joined Mr. Denneen in expressing appreciation to Mr. Melick.

ARTICLE 4

To see if the Town will vote to establish a Parking Facilities Study Committee made up of seven members, one to be a Selectman, appointed by the Board of Selectmen; one a member of the Planning Board to be appointed by the Planning Board; one to be an employee of the Town's Engineering Division to be appointed by the Town Engineer; two to be appointed by the Needham Business Association; one to be a member of the Town's Finance Committee, to be appointed by the Finance Committee; and one to be a member of the Transportation Committee, to be appointed by the Transportation Committee; said study committee is authorized and directed to study the desirability and feasibility of the construction and operation of a public parking facility in the Chapel Street-Eaton Square section of Needham, and submit a report or reports and recommendations to the next Annual Town Meeting or sooner, and appropriate the sum of $25,000 to engage qualified experts to assist the committee in the study, such amount to be from the Parking Meter Fund or by any other means; or take any other action relative thereto.

MOVED: That the Town establish a Parking Facilities Study Committee made up of seven members, one to be a Selectman, appointed by the Board of Selectmen; one a member of the Planning Board to be appointed by the Planning Board; one to be an employee of the Town's Engineering Division to be appointed by the Town Engineer; two to be appointed by the Needham Business Association; one to be a member of the Town's Finance Committee, to be appointed by the Finance Committee; and one to be a member of the Transportation Committee, to be appointed by the Transportation Committee; said study committee is authorized and directed to study the desirability and feasibility of the construction and operation of a public parking facility in the Chapel Street-Eaton Square section of Needham, and submit a report or reports and recommendations to the next Annual Town Meeting or sooner, and appropriate the sum of $25,000 to engage qualified experts to assist the committee in the study, such amount to be from the Parking Meter Fund.

A motion to amend was offered by Mrs. Sally B. Davis to strike out the following words "one to be a Selectmen..." through "...to be appointed by the Transportation Committee;" and insert in place thereof the following words "three to be appointed by the Board of Selectmen, including a Selectman, an attorney-at-law, and a person with prior experience as a member of a building committee; two to be appointed by the Planning Board, including a registered professional engineer pursuant to Chapter 112 of the General Laws and a member of the Needham Business Association; one to be appointed by the Finance Committee, who is to be an accountant, and one to be appointed by the Transportation Committee, who is a member of that committee;".

A second motion to amend was offered by Mr. Charles E. Downe to add the following words after the word "Needham" in line sixteen: "including an analysis of the impact of the proposed facility on the existing street system and the present and projected traffic flow patterns on those streets".

Mr. John J. McQuillan addressed this proposal on behalf of the Needham Business Association and urged support of this article. Also speaking in favor of this proposal were: Mr. Stanley R. Tippett, Planning Board; Mrs. Marcia M. Carleton, Board of Selectmen; and Mr. Charles E. Downe, Finance Committee.

A third motion to amend was offered by Mrs. Joanne Hull Roth to include the following words after the words "feasibility of the construction and operation" in line fourteen: "including policy of use and fee structure".

After a brief discussion, Mr. Richard Malconian moved the previous question on the main motion and the three motions to amend.

The motion to move the previous question was presented and the Moderator was in doubt as to the voice vote. The motion was again presented, but it failed to pass by the required two-thirds vote. The hand count was Yes 118 - No 78.

After an extended discussion, Mr. Jonathan A. White offered the following amendments:

1. Eliminate the word "Facilities" in the first line;
2. Add the following words after the words "said study committee is authorized and directed to study" in line thirteen: "various alternatives including a parking facility to remedy parking problems in downtown Needham";
3. And to delete the following words: "the desirability and feasibility of the construction and operation of a public parking facility in the Chapel Street-Eaton Square section of Needham".

After a brief discussion, Mr. John J. Ryan moved the previous question on the main motion and all motions to amend. The motion was presented and carried unanimously by voice vote.

Mr. White's motion to amend was presented and the Moderator was in doubt as to the voice vote. The motion was again presented and carried by a count of hands. The hand count was Yes 138 - No 70.

The Moderator stated that Mrs. Roth's motion no longer has a place to insert the amendment.

Mr. Downe's motion to amend was presented and carried by voice vote.

Mrs. Davis' motion to amend was presented and carried by voice vote.

The Moderator gave Mrs. Roth an opportunity to indicate where she wanted the words of her motion inserted. She stated that the words "including policy of use and fee structure" should be inserted after the words "...to remedy parking problems in Downtown Needham".

Mrs. Roth's motion to amend was presented and carried by voice vote.

ACTION: The main motion, as amended, was presented and carried by voice vote.

VOTED: That the Town establish a Parking Study Committee made up of seven members, three to be appointed by the Board of Selectmen, including a Selectman, an attorney-at-law, and a person with prior experience as a member of a building committee; two to be appointed by the Planning Board, including a registered professional engineer pursuant to Chapter 112 of the General Laws and a member of the Needham Business Association; one to be appointed by the Finance Committee, who is to be an accountant, and one to be appointed by the Transportation Committee, who is a member of that committee; said study committee is authorized and directed to study various alternatives including a parking facility to remedy parking problems in downtown Needham including an analysis of the impact of the proposed facility on the existing street system and the present and projected traffic flow patterns on those streets, including policy of use and fee structure, and submit a report or reports and recommendations to the next Annual Town Meeting or sooner, and appropriate the sum of $25,000 to engage qualified experts to assist the committee in the study, such amount to be from the Parking Meter Fund.

After the main motion, as amended, was voted in the affirmative, but before the article had been declared disposed, Mr. William M. Powers moved to postpone to a time certain, specifically, after Article 13 of the Annual Town Meeting has been disposed of.

Mr. John J. McQuillian moved to reconsider the original article and the three articles to amend offered by Sally B. Davis, Charles E. Downe and Joanne Hull Roth.

Mr. William B. Powers moved to withdraw his motion to postpone to a time certain. The motion was presented and carried by voice vote.

The following motion to amend was offered by Mr. James Hugh Powers: nothwithstanding the foregoing, all studies shall be limited to the regulation of parking and other traffic activities incident to meters; including acquisition of areas and facilities, the cost of policing, constructing or reconstructing, surfacing, operating and maintaining such areas and facilities presently owned or to be acquired including any debt incurred for such acquisition.

At 12:05 A.M., Mr. Arthur M. Tiernan, Jr. moved that the meeting stand adjourned until Monday, May 19, 1986, at 7:30 P.M. at the Newman Middle School and it was so voted by voice vote.

Theodora K. Bertolet
Town Clerk

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ADJOURNED SPECIAL TOWN MEETING

May 19, 1986

Pursuant to adjournment of the Special Town Meeting held May 14, 1986, the Inhabitants of the Town of Needham qualified to vote in Town Affairs met in the Newman Middle School on Monday, May 19, 1986, at 7:30 P.M.

Check lists were used and 247 voters were checked on the list, including 218 Town Meeting Members.

Mr. Paul Gardner, First Church of Christ Scientist, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Discussion relative to Article 4 commenced with a response from David S. Tobin, Town Counsel, to several legal questions from Mr. James Hugh Powers.

Mr. John J. McQuillan urged a Yes or No vote on his motion to reconsider the original article and the three motions to amend offered by Sally B. Davis, Charles E. Downe and Joanne Hull Roth.

Mr. McQuillan's motion to amend was presented and the Moderator was in doubt as to the voice vote. The motion was again presented and carried by a count of hands. The hand count was Yes 114 - No 80.

Mr. Powers' motion to amend was presented and carried by voice vote.

ACTION: The main motion, as amended, was presented, but the Moderator was in doubt as to the voice vote. The motion was again presented and carried by a count of hands. The hand count was Yes 123 - No 73.

VOTED: That the Town establish a Parking Facilities Study Committee made up of seven members, three to be appointed by the Board of Selectmen, including a Selectman, an attorney-at-law, and a person with prior experience as a member of a building committee; two to be appointed by the Planning Board, including a registered professional engineer pursuant to Chapter 112 of the General Laws and a member of the Needham Business Association; one to be appointed by the Finance Committee, who is to be an accountant, and one to be appointed by the Transportation Committee, who is a member of that committee; said study committee is authorized and directed to study the desirability and feasibility of the construction and operation of a public parking facility in the Chapel Street-Eaton Square section of Needham including an analysis of the

impact of the proposed facility on the existing street system and the present and projected traffic flow patterns on those streets, including policy of use and fee structure, and submit a report or reports and recommendations to the next Annual Town Meeting or sooner, and appropriate the sum of $25,000 to engage qualified experts to assist the committee in the study, such amount to be from the Parking Meter Fund. Notwithstanding the foregoing, all studies shall be limited to the regulation of parking and other traffic activities incident to meters; including acquisition of areas and facilities, the cost of policing, constructing or reconstructing, surfacing, operating and maintaining such areas and facilities presently owned or to be acquired including any debt incurred for such acquisition.

ARTICLE 5

To see if the Town will vote to have the Board of Selectmen acquire by purchase, gift or by eminent domain for general municipal purposes, seven acres of land more or less, known and numbered as 1311 Central Avenue, Needham presently owned by Ernest Pezzella and Rose Pezzella, as approximately shown on Assessors plot plan #308, and appropriate the sum of $275,000, therefore, said sum to be raised from available funds by borrowing or otherwise; or take any other action relative thereto.

MOVED: That the Town authorize the Board of Selectmen to acquire by purchase, gift or by eminent domain for general municipal purposes, seven acres of land more or less, known and numbered as 1311 Central Avenue, Needham presently owned by Ernest Pezzella and Rose Pezzella, as approximately shown on Assessors plot plan #308, and appropriate the sum of $275,000, therefore, said sum to be raised from available funds by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow $275,000 as authorized by M.G.L. Chapter 44, Section 7, Clause 7 and payable within a period of not more than 30 years.

A motion to amend was offered by Mr. William M. Powers to change "30 years" to "5 years".

After an extended discussion, Mr. John F. Milligan moved the previous question on the main motion and the motion to amend and it was so voted by voice vote.

Mr. Powers motion to amend was presented and carried by voice vote.

ACTION: The main motion, as amended, was presented and carried by a count of hands. The hand count was Yes 177 - No 27.

VOTED: That the Town authorize the Board of Selectmen to acquire by purchase, gift or by eminent domain for general municipal purposes, seven acres of land more or less, known and numbered as 1311 Central Avenue, Needham presently owned by Ernest Pezzella and Rose Pezzella, as approximately shown on Assessors plot plan #308, and appropriate the sum of $275,000, therefore, said sum to be raised from available funds by authorizing the Treasurer, with the approval of the Board of Selectmen, to borrow $275,000 as authorized by M.G.L. Chapter 44, Section 7, Clause 7 and payable within a period of not more than 5 years.

ARTICLE 6

To see if the Town will vote to amend its General By-Laws, Article IV, Police Regulations by deleting Section 6 in its entirety and inserting in its place the following:

> Section 6, No person shall coast, play at the game called stick ball, play street hockey, or skateboard in any street or public way in the Town of Needham except such as are publicly designated for that purpose by the Selectmen.

MOVED: That the Town amend its General By-Laws, Article IV, Police Regulations by deleting Section 6 in its entirety and inserting in its place the following:

> Section 6, No person shall coast, play at the game called stick ball, play street hockey, or skateboard in any street or public way in the Town of Needham except such as are publicly designated for that purpose by the Selectmen.

Mr. David F. Eldridge, Jr. presented this proposal on behalf of the Board of Selectman. Police Chief Louis Roman advised Town Meeting Members that his Department has had many requests to prevent children from playing these games on the street. His main concern is the protection and safety of the children.

A motion to amend was offered by Mr. David L. Gillmeister to add after the "skateboard" the words "nor shall there be any bicycle riding by a person or non-resident of the Town of Needham".

Unanimous consent was given to allow Miss Judith Remnitz to address this proposal on behalf of the Fifth Grade Class at the Hillside School. Miss Remnitz noted that her class thought skateboarding, street hockey and stick ball should be allowed in Needham.

A second motion to amend was offered by Mr. Robert D. Hall, Jr. to add after the word "skateboard" the words "or be involved in any other sport, game or general activity which may obstruct vehicular traffic".

After a brief discussion, Mr. Francis G. Denneen moved the previous question and, when presented, the Moderator was in doubt as to the voice vote. The motion was again presented, but it failed to pass by the required two-thirds vote. The hand count was Yes 105 - No 94.

Several Town Meeting Members expressed concern over passage of this article. After an extended discussion, Mr. Richard Malconian moved the previous question. The motion to move the previous question was presented and carried unanimously by voice vote.

Mr. Gillmeister's motion to amend was presented, but it failed to pass by voice vote.

Mr. Hall's motion to amend was presented, but it failed to pass by voice vote.

ACTION: The main motion was presented, but it failed to pass by voice vote.

A motion to amend was offered by Mrs. Lois Sockol that the Town amend the General By-Laws, Article IV, Police Regulations, Section 6, by adding after the word "coast" the words "or skateboard".

A motion to amend was offered by Mrs. Mary Ellen Herd that the Town amend the General By-Laws, Article IV, Police Regulations, Section 9A, by adding after the word "sidewalk" the words "nor ride a skateboard on a sidewalk or on a public way" and after the second word "sidewalk" the words "and public ways".

Mr. Donald F. Russell moved the previous question and it was so voted unanimously by voice vote.

Mrs. Sockol's motion to amend was presented, but it failed to pass by voice vote.

Mrs. Herd's motion to amend was presented, but it failed to pass by voice vote.

A motion was offered by Mrs. Sally B. Davis on behalf of the Board of Selectmen that this Special Town Meeting stand dissolved in honor of Dorathea Willgoose as follows:

WHEREAS, Dorathea Willgoose was appointed Chairman of the Council on Aging in 1962, where she served as Chairman until 1973 and continued to serve as a member of the Council on Aging Board to January 1, 1981, thus completing eleven years as Chairman and nineteen years as a Council on Aging Board member, and

WHEREAS, during this period of service to the community Dorathea Willgoose was recognized by being selected as a Massachusetts delegate to the first White House Conference on Aging and received the Governor's Award of Merit for her services in behalf of the elderly of the Commonwealth.

NOW, THEREFORE, BE IT RESOLVED by this body that this Special Town Meeting be dissolved in honor of the many contributions of Dorathea Willgoose to the Town of Needham.

ACTION: Said motion was presented and it was so voted unanimously by voice vote.

The Moderator called the Annual Town Meeting to order, declared a quorum to be present and requested the Town Clerk to so record.

ARTICLE 13

To see what sums of money the Town will vote to raise and appropriate for the necessary Town charges and expenses.

Mr. William M. Powers, Chairman, addressed this article on behalf of the Finance Committee. He expressed appreciation to those members on the Committee who contributed much to the budget-making process. He stated that the gross budget is $50,552,622. According to Mr. Powers, the Finance Committee achieved many goals this year, but still have many issues to face in the future. He concluded his report by stating that this year's budget is worthy of support.

Mr. John D. Fountain moved to postpone Article 13 to a time certain, to be considered after Article 10 has been reconsidered.

Mr. James Hugh Powers addressed Town Meeting Members on the proper procedures to be followed in the matter of reconsideration.

Mr. Richard S. Creem advised the Moderator that he has composed a new Schedule B-1 with the 5% general wage increase.

After a brief discussion, Mr. Jon D. Schneider moved the previous question on the motion to reconsider. The motion was presented and carried by voice vote.

Mr. Fountain's motion to postpone to a time certain was presented, but it failed to pass by voice vote.

At 10:45 P.M., Mr. John J. McQuillan moved that the meeting stand adjourned until Wednesday, May 21, 1986, at 7:30 P.M. at the Newman Middle School and it was so voted by voice vote.

Theodora K. Bertolet
Town Clerk

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ADJOURNED ANNUAL TOWN MEETING

May 21, 1986

Pursuant to adjournment of the Annual Town Meeting held May 19, 1986, the Inhabitants of the Town of Needham qualified to vote in Town Affairs met in the Newman Middle School on Wednesday, May 21, 1986, at 7:30 P.M.

Check lists were used and 250 voters were checked on the list, including 217 Town Meeting Members.

Rev. Lynn L. Illingworth, Pastor, Needham Presbyterian Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Discussion under Article 13 (Operating Budget) commenced with the Moderator stating that he would read the various items in the budget and if any Town Meeting Member wished to discuss an item or offer an amendment he was to indicate this by calling "question" or "debate". Those items so indicated were: 1, 2, 3, 12, 14, 15, 19, 23, 26, 29, 7, 13, 33, 36, 44, 45, 49, 51, 52, 58, 60, 63, 64, 67, 73, 74, 76, 80, 82, 84, 88, 89, 91, 92, 95, 139, 101, 104, 106, 109, 111, 112, 113, 114, 115, 116, 117, 118, 120, 121, 125, 126, 181, 128, 135, 145, 150, 151, 152, 153, 154, 163.

The following amendments to the budget article presented by the Finance Committee were voted in the affirmative:

Line 1	changed from	$ 134,217.	to	$ 141,869. *
Line 2	changed from	53,000.	to	41,364. *
Line 3	changed from	72,813.	to	70,413. *
Line 12	changed from	353,846.	to	335,000. *
Line 14	changed from	94,996.	to	96,500. *
Line 15	changed from	52,857.	to	56,832. *
Line 19	changed from	33,444.	to	35,056. *
Line 23	changed from	33,853.	to	35,546. *
Line 26	changed from	53,695.	to	56,961. *
	to be raised by transfer from the Parking Meter Fund $10,000., balance of $46,961. from the current tax levy.			
Line 29	changed from	134,735.	to	144,526. *
Line 7	changed from	450,000.	to	550,000. *
Line 13	changed from	50,000.	to	125,000. *
Line 33	changed from	419,451.	to	448,394. *
Line 36	changed from	275,493.	to	362,493. *

Under Line Item No. 44 Mary T. Riddell questioned the amount of bond interest accrued during the year. Unanimous consent was given to allow Mr. Michael Carroll, Finance Director and non-resident, to address Town Meeting.

Line 45	changed from	145,222.	to	150,222. *
Line 49	changed from	6,815.	to	7,156. *
Line 51	the amount of $250,000. to be raised by transfer from the Overlay Surplus Reserve Account. *			
Line 52	changed from	27,534.	to	28,918. *
Line 58	the amount of $13,749,095. to be raised as follows: $20,000. from the Sale of Schools, $664. from the Dwight School Fund, $28,933. from the 1983-84 Metco Account and the balance of $13,699.498 from the current tax levy. *			
Line 63	changed from	408,300.	to	443,300. *
Line 64	changed from	1,093,940.	to	1,058,940. *

Under Line Item No. 64 Unanimous consent was given to allow Patricia Correia, Business Administrator for the School Department, to address Town Meeting.

Line 73	changed from	1,562,203.	to	1,685,282. *
	to be raised as follows: $201,487. from the Federal Revenue Sharing Account, $15,000. from the Parking Meter Fund and the balance of $1,468,795. from the current tax levy. *			
Line 74	changed from	214,204.	to	224,914. *
Line 76	changed from	39,123.	to	41,079. *
Line 82	changed from	100,063.	to	92,823. *
Line 84	changed from	25,258.	to	41,458. *
Line 88	changed from	2,145,505.	to	2,178,398. *
	to be raised as follows: $226,720. from the Federal Revenue Sharing Account and the balance of $1,951,678. from the current tax levy.			
Line 92	the amount of $215,390. to be raised as follows: $40,390. from the current tax levy and the balance of $175,000. from a borrowing for a term not to exceed five years.			
Line 94	changed from	43,856.	to	41,516. *
Line 95	changed from	38,785.	to	37,985. *
Line 139	the amount of $46,096. to be raised by transfer from the Stabilization Fund as established by the 1985 Annual Town Meeting. *			
Line 101	changed from	87,981.	to	105,505. *
Line 104	changed from	5,709.	to	5,994. *
Line 106	changed from	120,336.	to	129,049. *
Line 109	changed from	200,218.	to	212,127. *
Line 111	changed from	126,783.	to	134,609. *
Line 112	changed from	100,377.	to	98,977. *
Line 113	changed from	250,501.	to	459,501. *
	to be raised as follows: $250,501. from the current tax levy and the balance of $209,000. from a borrowing for a term not to exceed five years.			
Line 114	changed from	476,459.	to	508,360. *
Line 115	the amount of $31,500. to be raised by transfer from the Parking Meter Fund.			
Line 116	changed from	380,982.	to	378,482. *
Line 117	changed from	333,724.	to	358,315. *
Line 118	changed from	117,805.	to	108,805. *
Line 120	changed from	347,169.	to	371,400. *
Line 121	changed from	106,830.	to	103,530. *
Line 180	changed from	907,000.	to	760,080. *
Line 125	changed from	347,884.	to	370,745. *
Line 126	changed from	274,710.	to	266,510. *
Line 181	changed from	63,358.	to	63,871. *
Line 128	changed from	6,272.	to	6,586. *
Line 135	changed from	125,923.	to	134,327. *
Line 145	changed from	22,688.	to	23,833. *
Line 148	changed from	96,601.	to	103,405. *
Line 150**	changed from	58,241.	to	62,484. *
Line 151	changed from	14,861.	to	12,861. *
Line 152	changed from	43,843.	to	46,471. *
Line 161	changed from	409,410.	to	437,340. *
	to be raised as follows: $1,436. from Barr and Greenwood Funds, $13,451. from State Library Assistance, $1,278. from the Dog Fund and the balance of $420,675. from the current tax levy.			
Line 164	changed from	43,700.	to	42,200. *
Line 172	changed from	191,744.	to	213,879. *

**Under Line Item No. 150, a motion to amend was offered by Mrs. Susan W. Abbott to increase the figure of $62,484. by $7,882. to $70,366. The motion was presented and carried by voice vote.

Under Line Item No. 53, a motion to amend was offered by Mr. William M. Powers that the amount of $1,630,553. be raised from the current tax levy and be added to $717,015. of the excess earnings of the Retirement Fund to meet the total mandated amount of $2,347,568. for the retirement contributions.

Mr. Power's motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion under Article 13 (Operating Budget) with the amendments thereto was then presented and carried unanimously by voice voice vote.

BOARD OF SELECTMEN:

1.	Salaries	$ 141,869.
2.	Telephone Charges	41,364.
3.	Expenses	70,413.
4.	Town Meetings	14,750.
5.	Capital Outlay	15,849.
12.	Street Lighting	335,000.
14.	Garbage	96,500.

TOWN CLERK:

15.	Salaries	56,832.
16.	Expenses	3,130.
17.	Travel Out of State	55.

BOARD OF REGISTRARS:

19.	Salaries	35,056.
20.	Expenses	19,070.
21.	Tellers	15,545.
22.	Capital Outlay	2,890.

LEGAL:

23.	Salaries	35,546.
24.	Expenses	6,000.
25.	Special Fees	60,000.

PERSONNEL:

26.	Salaries (Raised by transfer of $10,000. from the Parking Meter Fund and balance of $46,961. from the current tax levy.)	56,961.
27.	Expenses	9,552.
28.	Capital Outlay	250.

ASSESSORS:

29.	Salaries	144,526.
30.	Expenses	9,280.
31.	Revaluation	175,000.
32.	Capital Outlay	0.

DEPARTMENT OF FINANCE:

7.	Insurance General	550,000.
8.	Insurance Group A & H	1,423,000.
9.	Insurance Worker's Comp	300,000.
10.	Insurance Property & Casualty	5,000.
11.	Uniformed Services Medical Payments	25,000.
13.	Unemployment Compensation	125,000.
33.	Salaries	448,394.
34.	Audit	37,000.
35.	Out of State Travel	1,000.
36.	Expenses	362,493.
37.	Capital Outlay	11,000.
44.	Maturing bonds	514,102.
45.	Interest on Bonds	150,222.
46.	Interest/Temporary	10,000.

FINANCE COMMITTEE:

49.	Salaries	7,156.
50.	Expenses	1,000.
51.	Reserve Fund (Raised by transfer of $250,000. from Overlay Surplus Reserve Account.)	250,000.

CONTRIBUTORY RETIREMENT:

52.	Salaries	28,918.
53.	Contributions (Raised from the current tax levy and added to $717,015. of the excess earnings of the Retirement Fund to meet the total mandated amount of $2,347,568. for the retirement contributions.)	1,630,553.
54.	Expenses	4,215.

NON-CONTRIBUTORY RETIREMENT:

56.	Chapter 32 Retirements	222,300.
57.	Past Service Liability	0.

EDUCATION:

58.	Salaries (Raised by transfer of $20,000 from Sale of Schools, $664. from the Dwight School Fund, $28,933. from the 1983-84 Metco Account and the Balance of $13,699.498. from the current tax levy.)	13,749,095.
59.	Administration	74,455.
60.	Instruction	807,169.
61.	Other School Services	82,160.
62.	Cafeteria	0.
63.	Transportation	443,300.
64.	Operation and Maintenance of Plant	1,058,940.
65.	Community Service	72,320.
66.	Fixed Assets	0.
67.	Tuitions	578,501.
68.	Travel Out of State	3,000.
71.	Capital Outlay	450,000
72.	Vocational Education	341,046.

POLICE:

73.	Salaries - regular (Raised by transfer of $201,487. from the Federal Revenue Sharing Account, $15,000. from the Parking Meter Fund and the balance of $1,468,795. from the current tax levy.)	1,685,282.
74.	Salaries - overtime	224,914.
75.	Education and Career Incentive	9,725.
76.	Inservice Training	41,079.
77.	Capital Outlay	65,525.
78.	Travel Out of State	500.
79.	Auto Maintenance	22,200.
80.	Building Maintenance	24,900.
81.	Communications	29,123.
82.	Operating Expenses	92,823.
84.	Uniforms	41,458.
85.	Crime Check Committee	250.
86.	Animal Control	1,646.
87.	F.B.I. Academy	0.

FIRE:

88.	Salaries - regular (Raised by transfer of $226,720. from the Federal Revenue Sharing Account and the balance of $1,951,678. from the current tax levy.)	2,178,398.
89.	Salaries - overtime	445,000.
90.	Education and Career Incentive	21,425.
91.	Inservice Training	66,520.
92.	Capital Outlay (Raised by transfer of $40,390. from the current tax levy and the balance of $175,000. from a borrowing for a term not to exceed five years.)	215,390.
93.	Travel Out of State	500.
94.	Building Maintenance	41,516.
95.	Equipment and Supplies	37,985.
96.	Service Expenses	24,605.
97.	Equipment Maintenance	39,215.
139.	Leased Equipment (Raised by transfer of $46,096. from the Stabilization Fund as established by the 1985 Annual Town Meeting.)	46,096.

CIVIL DEFENSE:

98.	Salaries	2,000.
99.	Expenses	16,544.
100.	Capital Outlay	1,500.

BUILDING:

101. Salaries	105,505.
102. Expenses	2,800.
103. Capital Outlay	100.

SEALER OF WEIGHTS & MEASURES:

104. Salaries	5,994.
105. Expenses	1,670.

PUBLIC WORKS:

Administration:

106. Salaries	129,049.
107. Expenses	8,015.
108. Travel Out of State	1,000.

Engineering:

109. Salaries	212,127.
110. Expenses	3,725.

Garage:

111. Salaries	134,609.
112. Expenses	98,977.
113. Equipment Replacement (Raised as follows: $250,501. from the current tax levy and the balance of $209,000. from a borrowing for a term not to exceed five years.)	459,501.

Highway:

114. Salaries	508,360.
115. Salaries - Parking Meter Fund (Raised by transfer of $31,500. from the Parking Meter Fund.)	31,500.
116. Expenses	378,482.

Park Division:

117. Salaries	358,315.
118. Expenses	108,805.

Sewer:

120. Salaries	371,400.
121. Expenses	103,530.
122. House Connections	0.
180. Metro Water Charge	760,080.

Emergency:

123. Salaries - Overtime	50,000.
124. Expenses	70,000.

Water:

125. Salaries	370,745.
126. Expenses	266,510.
127. Main Extensions/New Services	20,000.
181. Metro Water Charge	63,871.

MINI-BUS:

128. Salaries	6,586.
129. Expenses	1,500.
130. Bus Contract	36,460.

HUMAN SERVICES:

Hospital:

131. Salaries	7,194,000.
132. Expenses	3,747,000.
133. Capital Outlay	574,000.
134. Travel Out of State	3,000.
177. Telephone Lease	37,000.

Board of Health:

135. Salaries	134,327.
136. Capital Outlay	0.
137. Travel Out of State	500.
138. Expenses	36,125.
141. Mental Health	72,254.
142. Mentally Retardation	9,746.

Veteran's Services:

145. Salaries	23,833.
146. Expenses and Transportation	1,000.
147. Benefits	43,500.

Youth Commission:

148. Salaries	103,405.
149. Expenses	4,925.
143. Capital Outlay	0.

Council on Aging:

150. Salaries	70,366.
151. Expenses	12,861.
178. Capital Outlay	3,000.

PLANNING BOARD:

152. Salaries	46,471.
153. Expenses	4,700.
154. Capital Outlay	500.

CONSERVATION COMMISSION:

156. Salaries	0.
155. Conservation Fund	0.
157. Expenses	2,500.

BOARD OF APPEALS:

158. Salaries	4,000.
159. Expenses	4,250.
144. Capital Outlay	0.

HISTORICAL COMMISSION:

160. Expenses	500.

LIBRARY:

161. Salaries (Raised by transfer of $1,436. from the Barr and Greenwood Funds, $13,451. from the State Library Assistance, $1,278. from the Dog Fund and the balance of $420,675. from the current tax levy.)	437,340.
162. Bindings	800.
163. Books	102,625.
164. Building Maintenance	42,200.
165. Expenses	42,800.
166. Capital Outlay	13,640.

PARK AND RECREATION:

172. Salaries	213,879.
173. Expenses	72,425.
174. Engineering Services	0.
18. Capital Outlay	0.

MEMORIAL PARK:

175. Expenses	470.
176. Capital Outlay	2,528

ARTICLE 34

To see if the Town will vote to amend the Zoning By-law, Section 4.3. Dimensional Regulations for Apartment Districts, Subsection 4.3.1. Table of Regulations, by adding the following footnote under "Maximum Dwelling Units (per Acre)**":

"**The total area used in calculating density shall exclude 100% of all water bodies; 70% of land located in a Flood Plain District, and 70% of land subject to M.G.L., Ch. 131, S. 40 and S. 40A, and to federal flood storage restrictions included within the Charles River Valley Storage Project."

or take any other action relative thereto.

MOVED: That the Town amend the Zoning By-law, Section 4.3. Dimensional Regulations for Apartment Districts, Subsection 4.3.1. Table of Regulations, by adding the following footnote under "Maximum Dwelling Units (per Acre)**":

"**The total area used in calculating density shall exclude 100% of all water bodies; 70% of land located in a Flood Plain District, and 70% of land subject to M.G.L., Ch. 131, S. 40 and S. 40A, and to federal flood storage restrictions included within the Charles River Valley Storage Project."

Mr. Stanley R. Tippett presented this proposal on behalf of the Planning Board.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 35

To see if the Town will vote to amend the Zoning By-law, Section 5.1. Off-Street Parking Requirements, as follows:

(a) in Subsection 5.1.1. Applicability, by changing the existing language "...in accordance with Section 5.1.2...." to read "..."in accordance with Sections 5.1.2. and 5.1.3...." in the three following places:

(i) The ninth line of subsection 5.1.1.1. General Provisions;

(ii) the fourth line of subsection 5.1.1.2. Alterations and Additions; and

(iii) the fourth line of subsection 5.1.1.3. Mixed Uses.

(b) in Subsection 5.1.1.2. Alterations and Additions, by adding language to the first part of the first sentence so that that part shall read as follows (new language underlined):

"In the event a structure is altered with or without a change in use to increase the floor area by 100 square feet or more,...".

(c) by deleting the existing Subsection 5.1.1.5. Waiver, and by substituting in its place the following new Subsection:

"5.1.1.5. Special Permit

The Board of Appeals may grant a special permit to waive strict adherence to the requirements of Section 5.1.2. and/or 5.1.3. where it can be demonstrated by an applicant with a parking plan prepared and reviewed in accordance with the provisions of Section 5.1.3. that a particular use, structure or lot, owing to special circumstances, does not warrant the number of parking spaces required by Section 5.1.2. and/or the application of certain design requirements contained in Section 5.1.3.

Such a special permit waiving adherence to the minimum number of required parking spaces may be granted only after it is demonstrated by an applicant that either:

(i) special circumstances in a particular use of structure does not warrant the minimum number of spaces required under Section 5.1.2.; or

(ii) the extent of existing building coverage on a particular lot is such that in laying out parking spaces in accordance with the design requirements of Subsection 5.1.3., the requirement for minimum number of spaces under Section 5.1.2. cannot be met.

Except in unique circumstances, special permits waiving strict adherence to the application of parking design requirements shall not be granted for Subsections 5.1.3. c) Handicapped Parking, e) Compact Cars, f) Parking Space Size and i) Width of Maneuvering Aisle.

In reviewing a request for a special permit under this Section 5.1.1.5., the Board of Appeals shall consider the following:

a) The issuance of a special permit will not be detrimental to the Town or to the general character and visual appearance of the surrounding neighborhood and abutting uses, and is consistent with the intent of this Zoning By-law;

b) In the case of waiving strict adherence to the requirements of Section 5.1.2. under subparagraph (i) above, the special permit shall define the conditions of the use of structure so as to preclude changes that would alter the special circumstances contributing to the reduced parking need or demand;

c) Provisions to demonstrate the ability to provide for additional parking consistent with Section 5.1.2. and/or parking designed in accordance with the particular requirements of Section 5.1.3.; and

d) The granting of a special permit under this Section shall not exempt a structure, use or lot from future compliance with the provisions of Sections 5.1.2. and/or 5.1.3."

(d) by adding the following language to the first paragraph of Subsection 5.1.3. Parking Plan and Design Requirements, such that the Subsection shall read as follows (new language underlined):

"All parking areas shall be shown on a plan prepared by a Massachusetts Registered Architect, Landscape Architect, Professional Civil Engineer or Land Surveyor and indicating the layout of the parking area including access, setbacks, dimensions of typical spaces, location of trees and other landscaped areas, any proposed lighting, and provisions for surface drainage. Such plan shall be reviewed by the Town Engineer prior to the issuance of a special permit or building permit and shall conform to the following design requirements."

(e) in Subsection 5.1.3. b) Loading Requirements, by deleting the word "net" in the context of "net floor area" in the first sentence, so that that part of the sentence shall read:

"... for all building additions greater than 100 square feet of floor area."

(f) by deleting existing subsection 5.1.3. d) Landscaping in its entirety;

(g) by changing the designation of existing subsection 5.1.3. e) Driveway Openings from e) to d) Driveway Openings; and further, by adding the following underlined language to the last sentence of the newly designated subsection 5.1.3. d) Driveway Openings:

"See Sections 4.4.5. and 4.5.6. for Driveway Opening Regulations in Business, Industrial and Industrial Park Districts."

(h) by changing the designation of existing subsection 5.1.3. f) Compact Cars from f) to e) Compact Cars;

(i) by changing the designation of existing subsection 5.1.3. g) Parking Space Size from g) to f) Parking Space Size; and further, by changing the minimum length of a parking space from 20 feet to 18-1/2 feet and by adding the following language to newly designated subsection f) Parking Space Size, such that it shall read as follows (new language underlined):

"f) Parking Space Size - Each parking space except for the allowable percentage for compact cars, shall measure at least 9 feet in width and 18-1/2 feet in length; however, parallel parking spaces shall be at least 22 feet in length."

(j) by inserting new subsections g) Bumper Overhang, h) Parking Space Layout, i) Width of Maneuvering Aisle, j) Parking Setbacks, k) Landscaped Areas and l) Trees under 5.1.3., as follows:

"g) Bumper Overhang - The minimum length requirements stated in the above paragraph may include no more than one foot of area beyond the curb at the front or rear of a space, used for bumper overhang.

"h) Parking Space Layout - Required parking areas shall be designed so that each motor vehicle may proceed to and from its parking space without requiring the movement of any other vehicle. In no case shall spaces be so located as to require the backing or maneuvering on to the sidewalk or into a public or private way upon entering or leaving the space.

"i) Width of Maneuvering Aisle - The minimum width of aisles within parking areas providing access to parking spaces for one-way traffic shall be as follows:

Angle of Parking Space	Minimum Width of Aisle
90 degree	22 feet/23 feet*
60 degree	18 feet/19 feet*
45 degree	14 feet
30 degree	12 feet
parallel	12 feet

*The greater width shall be used where one foot of bumper overhang occurs.

The minimum width of maneuvering aisles within parking areas providing access to spaces for two-way traffic shall be twenty (20) feet or the width required above, whichever is greater.

"j) Parking Setbacks - Parking spaces and maneuvering aisles shall be set back a minimum of ten (10) feet from a front lot line or street right-of-way line; except, however, that such setback shall be twenty (20) feet in a Business, Industrial or Industrial Park Districts, if the conditions set forth in Subsections 4.4.4. or 4.5.2. of this By-law apply. Parking spaces, maneuvering aisles and driveways shall be set back a minimum of four (4) feet from the rear and side lot lines; except, however, in the Industrial Park District, if more than one lot is held in common ownership and devoted to parking for the same principal use or building, the interior lot lines are excluded from such rear and side setbacks. Except in an enclosed or in an unenclosed parking facility beneath a structure, no parking space, maneuvering aisle or driveway shall be located within five (5) feet of a building line at the first floor.

"k) Landscaped Areas - Setback areas required under the above paragraph j) shall be maintained as landscaped areas, except where driveway openings or sidewalks occur. Landscaped areas shall include trees, shrubs, flowers and grass. Planting beds shall be at least 4 feet wide.

"l) Trees - For all parking areas requiring 10 or more spaces, trees shall be required. One tree shall be provided for every 10 spaces or fraction thereof. Such trees shall be located

within or around the parking area so as to screen and soften the visual impact of parked vehicles as much as possible. They shall be at least 2" trunk diameter, with not less than 40 square feet of unpaved soil or other permeable surface area per tree. Planting beds shall be at least 4 feet wide."

(k) by changing the designation of existing subsection 5.1.3. h) Location from h) to m) Location;

(l) by changing the designation of existing subsection 5.1.3. i) Bicycle Racks from i) to n) Bicycle Racks;

(m) by inserting at the end of Section 5.1. the following two new Subsections - 5.1.5. Applicability for Parking Structures and 5.1.6. Maintenance:

"5.1.5. Applicability for Parking Structures

Parking facilities provided in an enclosed structure shall be subject to the provisions of this Section 5.1., except for Subsections 5.1.3. k) and l). Unenclosed parking facilities beneath a structure shall be subject to the provisions of this Section, except for Subsection 5.1.3. l), and such parking level shall be deemed to be a story when its ceiling is four feet six inches or more above finished grade. Nothing contained herein shall exempt any parking structure from the requirements of the State Building Code or the applicable C.M.R.

"5.1.6. Maintenance

Parking areas shall be kept clean, plowed and free from rubbish, debris and snow such that full parking spaces are available. All plant materials shall be maintained in a healthy condition and, whenever necessary, shall be replaced with new plant materials to insure continued compliance with landscaping requirements. All fences, barriers and walls shall be maintained in good repair and, whenever necessary, shall be replaced. Whenever necessary, the surfacing, lighting and markings shall be repaired or replaced."

(n) by inserting the following new Subsection 4.5.6. Driveway Openings at the end of Section 4.5. Dimensional Regulations for Industrial and Industrial Park Districts:

"4.5.6. Driveway Openings

In that portion of a lot contained within the required front setback, there may be constructed not more than two (2) driveways for every one hundred fifty (150) feet or less of frontage on each way. Driveways shall be located so as to minimize conflict with traffic on streets and where good visibility and sight distances are available to observe approaching pedestrian and vehicular traffic. The width of a driveway for one-way traffic shall be a minimum of twelve (12) feet and a maximum of eighteen (18) feet, as measured at its narrowest point. The width of a driveway for two-way traffic shall be a minimum of eighteen (18) feet and a maximum of twenty-five (25) feet, as measured at its narrowest point. These maximum widths may be increased in situations where it can be demonstrated to the satisfaction of both the Building Inspector and Town Engineer that vehicles greater than 30 feet in length will be used to access or egress the premises."

(o) and finally, in Section 1.3. Definitions under the definition of the word "Parking Space", by deleting the present definition in its entirety and by inserting the following in its place (new language underlined):

"Parking Space - an area available for parking one automobile and having not less than one hundred sixty-six and one-half (166.5) square feet, exclusive of driveways and approaches thereto, a free and unimpeded access to a way over unobstructed driveways or approaches and a minimum width of not less than nine (9) feet."

or take any other action relative thereto.

MOVED: That the Town amend the Zoning By-law, Section 5.1. Off-Street Parking Requirements, as follows:

(a) in Subsection 5.1.1. Applicability, by changing the existing language "...in accordance with Section 5.1.2...." to read "..."in accordance with Sections 5.1.2. and 5.1.3...." in the three following places:

(i) The ninth line of subsection 5.1.1.1. General Provisions;

(ii) the fourth line of subsection 5.1.1.2. Alterations and Additions; and

(iii) the fourth line of subsection 5.1.1.3. Mixed Uses.

(b) in Subsection 5.1.1.2. Alterations and Additions, by adding language to the first part of the first sentence so that that part shall read as follows (new language underlined):

"In the event a structure is altered with or without a change in use to increase the floor area by 100 square feet or more,...".

(c) by deleting the existing Subsection 5.1.1.5. Waiver, and by substituting in its place the following new Subsection:

"5.1.1.5. Special Permit

The Board of Appeals may grant a special permit to waive strict adherence to the requirements of Section 5.1.2. and/or 5.1.3. where it can be demonstrated by an applicant with a parking plan prepared and reviewed in accordance with the provisions of Section 5.1.3. that a particular use, structure or lot, owing to special circumstances, does not warrant the number of parking spaces required by Section 5.1.2. and/or the application of certain design requirements contained in Section 5.1.3.

Such a special permit waiving adherence to the minimum number of required parking spaces may be granted only after it is demonstrated by an applicant that either:

(i) special circumstances in a particular use of structure does not warrant the minimum number of spaces required under Section 5.1.2.; or

(ii) the extent of existing building coverage on a particular lot is such that in laying out parking spaces in accordance with the design requirements of Subsection 5.1.3., the requirement for minimum number of spaces under Section 5.1.2. cannot be met.

Except in unique circumstances, special permits waiving strict adherence to the application of parking design requirements shall not be granted for Subsections 5.1.3. c) Handicapped Parking, e) Compact Cars, f) Parking Space Size and i) Width of Maneuvering Aisle.

In reviewing a request for a special permit under this Section 5.1.1.5., the Board of Appeals shall consider the following:

a) The issuance of a special permit will not be detrimental to the Town or to the general character and visual appearance of the surrounding neighborhood and abutting uses, and is consistent with the intent of this Zoning By-law;

b) In the case of waiving strict adherence to the requirements of Section 5.1.2. under subparagraph (i) above, the special permit shall define the conditions of the use of structure so as to preclude changes that would alter the special circumstances contributing to the reduced parking need or demand;

c) Provisions to demonstrate the ability to provide for additional parking consistent with Section 5.1.2. and/or parking designed in accordance with the particular requirements of Section 5.1.3.; and

d) The granting of a special permit under this Section shall not exempt a structure, use or lot from future compliance with the provisions of Sections 5.1.2. and/or 5.1.3."

(d) by adding the following language to the first paragraph of Subsection 5.1.3. Parking Plan and Design Requirements, such that the Subsection shall read as follows (new language underlined):

"All parking areas shall be shown on a plan prepared by a Massachusetts Registered Architect, Landscape Architect, Professional Civil Engineer or Land Surveyor and indicating the layout of the parking area including access, setbacks, dimensions of typical spaces, location of trees and other landscaped areas, any proposed lighting, and provisions for surface drainage. Such plan shall be reviewed by the Town Engineer prior to the issuance of a special permit or building permit and shall conform to the following design requirements."

(e) in Subsection 5.1.3. b) Loading Requirements, by deleting the word "net" in the context of "net floor area" in the first sentence, so that that part of the sentence shall read:

"... for all building additions greater than 100 square feet of floor area."

(f) by deleting existing subsection 5.1.3. d) Landscaping in its entirety;

(g) by changing the designation of existing subsection 5.1.3. e) Driveway Openings from e) to d) Driveway Openings; and further, by adding the following underlined language to the last sentence of the newly designated subsection 5.1.3. d) Driveway Openings:

"See Sections 4.4.5. and 4.5.6. for Driveway Opening Regulations in Business, Industrial and Industrial Park Districts."

(h) by changing the designation of existing subsection 5.1.3. f) Compact Cars from f) to e) Compact Cars;

(i) by changing the designation of existing subsection 5.1.3. g) Parking Space Size from g) to f) Parking Space Size; and further, by changing the minimum length of a parking space from 20 feet to 18-1/2 feet and by adding the following language to newly designated subsection f) Parking Space Size, such that it shall read as follows (new language underlined):

"f) Parking Space Size - Each parking space except for the allowable percentage for compact cars, shall measure at least 9 feet in width and 18-1/2 feet in length; however, parallel parking spaces shall be at least 22 feet in length."

(j) by inserting new subsections g) Bumper Overhang, h) Parking Space Layout, i) Width of Maneuvering Aisle, j) Parking Setbacks, k) Landscaped Areas and l) Trees under 5.1.3., as follows:

"g) Bumper Overhang - The minimum length requirements stated in the above paragraph may include no more than one foot of area beyond the curb at the front or rear of a space, used for bumper overhang.

"h) Parking Space Layout - Required parking areas shall be designed so that each motor vehicle may proceed to and from its parking space without requiring the movement of any other vehicle. In no case shall spaces be so located as to require the backing or maneuvering on to the sidewalk or into a public or private way upon entering or leaving the space.

"i) Width of Maneuvering Aisle - The minimum width of aisles within parking areas providing access to parking spaces for one-way traffic shall be as follows:

Angle of Parking Space	Minimum Width of Aisle
90 degree	22 feet/23 feet*
60 degree	18 feet/19 feet*
45 degree	14 feet
30 degree	12 feet
parallel	12 feet

*The greater width shall be used where one foot of bumper overhang occurs.

The minimum width of maneuvering aisles within parking areas providing access to spaces for two-way traffic shall be twenty (20) feet or the width required above, whichever is greater.

"j) Parking Setbacks - Parking spaces and maneuvering aisles shall be set back a minimum of ten (10) feet from a front lot line or street right-of-way line; except, however, that such setback shall be twenty (20) feet in a Business, Industrial or Industrial Park Districts, if the conditions set forth in Subsections 4.4.4. or 4.5.2. of this By-law apply. Parking spaces, maneuvering aisles and driveways shall be set back a minimum of four (4) feet from the rear and side lot lines; except, however, in the Industrial Park District, if more than one lot is held in common ownership and devoted to parking for the same principal use or building, the interior lot lines are excluded from such rear and side setbacks. Except in an enclosed or in an unenclosed parking facility beneath a structure, no parking space, maneuvering aisle or driveway shall be located within five (5) feet of a building line at the first floor.

"k) Landscaped Areas - Setback areas required under the above paragraph j) shall be maintained as landscaped areas, except where driveway openings or sidewalks occur. Landscaped areas shall include trees, shrubs, flowers and grass. Planting beds shall be at least 4 feet wide.

"l) Trees - For all parking areas requiring 10 or more spaces, trees shall be required. One tree shall be provided for every 10 spaces or fraction thereof. Such trees shall be located within or around the parking area so as to screen and soften the visual impact of parked vehicles as much as possible. They shall be at least 2" trunk diameter, with not less than 40 square feet of unpaved soil or other permeable surface area per tree. Planting beds shall be at least 4 feet wide."

(k) by changing the designation of existing subsection 5.1.3. h) Location from h) to m) Location;

(l) by changing the designation of existing subsection 5.1.3. i) Bicycle Racks from i) to n) Bicycle Racks;

(m) by inserting at the end of Section 5.1. the following two new Subsections - 5.1.5. Applicability for Parking Structures and 5.1.6. Maintenance:

"5.1.5. Applicability for Parking Structures

Parking facilities provided in an enclosed structure shall be subject to the provisions of this Section 5.1., except for Subsections 5.1.3. k) and l). Unenclosed parking facilities beneath a structure shall be subject to the provisions of this Section, except for Subsection 5.1.3. l), and such parking level shall be deemed to be a story when its ceiling is four feet six inches or more above finished grade. Nothing contained herein shall exempt any parking structure from the requirements of the State Building Code or the applicable C.M.R.

"5.1.6. Maintenance

Parking areas shall be kept clean, plowed and free from rubbish, debris and snow such that full parking spaces are available. All plant materials shall be maintained in a healthy condition and, whenever necessary, shall be replaced with new plant materials to insure continued compliance with landscaping requirements. All fences, barriers and walls shall be maintained in good repair and, whenever necessary, shall be replaced. Whenever necessary, the surfacing, lighting and markings shall be repaired or replaced."

(n) by inserting the following new Subsection 4.5.6. Driveway Openings at the end of Section 4.5. Dimensional Regulations for Industrial and Industrial Park Districts:

"4.5.6. Driveway Openings

In that portion of a lot contained within the required front setback, there may be constructed not more than two (2) driveways for every one hundred fifty (150) feet or less of frontage on each way. Driveways shall be located so as to minimize conflict with traffic on streets and where good visibility and

sight distances are available to observe approaching pedestrian and vehicular traffic. The width of a driveway for one-way traffic shall be a minimum of twelve (12) feet and a maximum of eighteen (18) feet, as measured at its narrowest point. The width of a driveway for two-way traffic shall be a minimum of eighteen (18) feet and a maximum of twenty-five (25) feet, as measured at its narrowest point. These maximum widths may be increased in situations where it can be demonstrated to the satisfaction of both the Building Inspector and Town Engineer that vehicles greater than 30 feet in length will be used to access or egress the premises."

(o) and finally, in Section 1.3. Definitions under the definition of the word "Parking Space", by deleting the present definition in its entirety and by inserting the following in its place (new language underlined):

"Parking Space - an area available for parking one automobile and having not less than one hundred sixty-six and one-half (166.5) square feet, exclusive of driveways and approaches thereto, a free and unimpeded access to a way over unobstructed driveways or approaches and a minimum width of not less than nine (9) feet."

Mr. Norman A. Homsy addressed this proposal on behalf of the Planning Board. He stated that this article cleans up the existing off-street parking regulations.

After a brief discussion, Mr. Richard Malconian moved the previous questions and it was so voted unanimously by voice vote.

ACTION: The main motion was presented, but the Moderator was in doubt as to the voice vote. The motion was again presented and passed by the required two-thirds vote. The hand count was Yes 177 - No 6.

ARTICLE 36

To see if the Town will vote to amend the Zoning By-law, Subsection 7.2.2., as follows:

a) by inserting the following new third sentence:
"The Building Inspector may waive any of the above requirements."

b) by changing the existing third sentence, so that it shall read as follows (new language underlined):
"Plot plans shall be certified by a Massachusetts registered land surveyor."

or take any other action relative thereto.

MOVED: That the Town amend the Zoning By-law, Subsection 7.2.2., as follows:

a) by inserting the following new third sentence:
"The Building Inspector may waive any of the above requirements."

b) by changing the existing third sentence, so that it shall read as follows (new language underlined):
"Plot plans shall be certified by a Massachusetts registered land surveyor."

Mr. Stanley R. Tippett moved to discuss Articles 36, 37 and 38 together but vote on them separately. The motion was presented and carried unanimously by voice vote.

Mr. Stanley R. Tippett presented the proposals on behalf of the Planning Board.

A motion to amend was offered by Mrs. Carol S. Knapton to add under Subsection a) after the words "above requirements" the words "when they are not applicable".

After a brief discussion, Mr. James M. Colman moved the previous question on the main motion and the motion to amend. The motion to move the previous question was presented and carried by voice vote.

The motion to amend was presented and carried by voice vote.

ACTION: The main motion, as amended, was presented, but the Moderator was in doubt as to the voice vote. The motion was again presented and carried unanimously. The hand count was Yes 184 - No 0.

VOTED: That the Town amend the Zoning By-Law, Subsection 7.2.2., as follows:

a) by inserting the following new third sentence:
"The Building Inspector may waive any of the above requirements when they are not applicable."

b) by changing the existing third sentence, so that it shall read as follows (new language underlined):
"Plot plans shall be certified by a Massachusetts registered land surveyor."

ARTICLE 37

To see if the Town will vote to amend the Zoning By-law by inserting in Section 1.3. Definitions the following new definition:

"Basement - that portion of a building which is partly below grade, and having at least one-half of its height below finished grade."

or take any other action relative thereto.

MOVED: That the Town amend the Zoning By-law by inserting in Section 1.3. Definitions the following new definition:

"Basement - that portion of a building which is partly below grade, and having at least one-half of its height below finished grade."

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 38

To see if the Town will vote to amend the Zoning By-law by deleting the word "habitation" in Sections 4.3.1., 4.4.3. and 4.5.4. and by inserting in its place the word "occupancy" in all three places.

MOVED: That the Town amend the Zoning By-law by deleting the word "habitation" in Sections 4.3.1., 4.4.3. and 4.5.4. and by inserting in its place the word "occupancy" in all three places.

ACTION: The main motion was presented and carried unanimously by voice vote.

At 11:00 P.M. Mr. Charles W. Wyckoff moved that the meeting stand adjourned to Thursday, May 22, 1986, at 7:30 P.M. at the Newman Middle School.

A motion to amend was offered by Mrs. Sally B. Davis to change the words "Thursday, May 22, 1986" to Wednesday, May 28, 1986".

Mrs. Davis' motion to amend was presented and carried unanimously by voice vote.

ACTION: The main motion, as amended, was presented and carried unanimously by voice vote.

VOTED: That the meeting stand adjourned to Wednesday, May 28, 1986, at 7:30 P.M. at the Newman Middle School.

Theodora K. Bertolet
Town Clerk

* * * *

ADJOURNED ANNUAL TOWN MEETING

May 28, 1986

Pursuant to adjournment of the Annual Town Meeting held May 21, 1986, the Inhabitants of the Town of Needham qualified to vote in Town Affairs met in the Newman Middle School on Wednesday, May 28, 1986, at 7:30 P.M.

Check lists were used and 276 voters were checked on the list, including 232 Town Meeting Members.

Father John Arens, Parochial Vicar, St. Bartholomew's Church, gave the invocation.

The Moderator declared a quorum to be present and requested the Town Clerk to so record.

Town Meeting Members sang Happy Birthday to Mr. Francs G. Denneen upon completion of the Moderator's announcement that Mr. Denneen, who is the Town Meeting Member of longest standing, is celebrating his 78th birthday today.

ARTICLE 39

To see if the Town will vote to appropriate a sum of money for use by the Planning Board to assist it to conduct a traffic study of Chestnut Street in Needham with input from the Needham Police Department, the Needham Fire Department and Glover Memorial Hospital for the purpose of determining whether there should be any changes in the zoning by-law as it effects the Chestnut Street business zoned district and to order an immediate freeze on the construction and construction-related activities including the granting of building permits, subdivision approvals, subdivision approvals not required and accepting of any new plans in said district until such time as the Planning Board has reported back to the Town Meeting with its findings and its recommendations; or take any other action relative thereto.

MOVED: That the Town appropriate a sum of $50,000. to be raised from the Parking Meter Fund for use by the Planning Board to assist it to conduct a traffic study of Chestnut Street in Needham with input from the Needham Police Department, the Needham Fire Department and Glover Memorial Hospital for the purpose of determining whether there should be any changes in the zoning by-law as it effects the Chestnut Street business zoned district and to order an immediate freeze on the construction and construction-related activities including the granting of building permits, subdivision approvals, subdivision approvals not required and accepting of any new plans in said district until such time as the Planning Board has reported back to the Town Meeting with its findings and its recommendations.

Mr. Jonathan A. White moved to discuss Articles 39 and 40 together but vote on them separately. The motion was presented and carried by voice vote.

Unanimous consent was given to allow the following individuals associated with the proposed Village Square address Town Meeting: Jack Gillen, Traffic Consultant; Richard Dionne, Attorney; William Hammer, Architect; and Lou Songer, Executive Director of the Newton/Needham Chamber of Commerce.

Mr. Joseph D. Malloch, Jr. presented this proposal on behalf of the petitioners. Mr. Jonathan A. White, Town Meeting Member and attorney, also spoke on behalf of the petitioners.

A motion to amend was offered under Article 40 by Mr. Jonathan A. White to delete the word "a" in the second line and replace it with the word "the" and by deleting the words "as it is now proposed" after the word "complex".

A motion to amend under Article 39 was offered by Mr. Jonathan A. White as follows:

1. To add "or other related studies" after the word "study" in the third line;

2. To add "which is defined herein to include the business zoned land on both sides of Chestnut Street including side streets, but excluding lots bordering both on Chestnut Street and Great Plain Avenue" after the words "business zoned district" at the end of the eighth line; and

3. To add the following words at the end of the main motion: "The Planning Board is to report back to the Town Meeting with its findings and recommendations prior to the expiration of any building permit moratorium enacted by the 1986 Annual Town Meeting or by the next Annual Town Meeting. Whereas the purpose of a study will be served by the suspension of building permits for a period of time while the study is ongoing, no building permits shall be issued in the Chestnut Street business zoned district until the sooner to occur of September 1, 1987 or six months after the re-introduction of commuter rail service to Needham, subject to the following exemptions:

EXEMPTIONS ARE:

a) permits for the construction, reconstruction, alteration, repair, removal, or demolition of structures other than buldings;

b) permits for the construction of public service facilities undertaken by public agencies, public utilities, or municipal, state or federal authorities;

c) permits for the reconstruction of buildings damaged by fire or other casualty, which would otherwise be allowed under the Needham Zoning By-Law;

d) permits for the removal or demolition of buildings;

e) permits for the making of alterations and repairs to the interiors of existing buildings;

f) permits for the repair of the exteriors of existing buildings;

g) permits for the installation or alteration of any equipment in a building.

Mr. R. Alan Fryer, an Oak Street resident, spoke in favor of Articles 39 and 40.

Mr. Norman A. Homsy addressed this proposal on behalf of the Planning Board and recommended defeat of this article.

A motion to amend was offered by Mr. Norman A. Homsy that the subject matter of the main motion under Article 39 be referred back to the Planning Board for a traffic study.

Mr. Gary Petrini addressed Articles 39 and 40 in opposition to these proposals for a traffic study and a moratorium on the Chestnut Street area. Also speaking in opposition were Messrs. Jack Gillen, Transportation Engineer for Mr. Petrini, Lou Songer, Executive Director for the Newton/Needham Chamber of Commerce, and Francis G. Denneen, Town Meeting Member.

Under motion by the Moderator, he ordered the motion under Article 39 be divided into two main motions, the second main motion beginning with the words "to order an immediate freeze...".

After a lengthy discussion, Mr. Richard Malconian moved the previous question on all motions. The motion was presented and carried by voice vote.

Mr. Homsy's motion to refer was presented and carried by voice vote.

Mr. White's motion to amend was presented, but it failed to pass by voice vote.

ACTION: The main motion to order an immediate freeze was presented, but failed to pass. The hand count was Yes 15 - No 203.

ARTICLE 40

To see if the Town will vote that the Needham Town Meeting opposes the construction of a multi-store shopping complex at the Village Chevrolet site on Chestnut Street, because such a complex would have a detrimental effect upon the residents of the Town of Needham; or take any other action relative thereto.

MOVED: That the Town Meeting opposes the construction of a multi-store shopping complex at the Village Chevrolet site on Chestnut Street, because such a complex would have a detrimental effect upon the residents of the Town of Needham.

A motion to amend was offered by Mr. Jonathan A. White to delete the word "a" in the second line and replace it with the word "the" and by adding the words "as it is now proposed" after the word "complex".

Mr. John Fountain expressed concern with the impact of Article 40 and urged a Yes vote on this proposal.

Mr. Dexter H. Marsh, Jr. moved the previous question on the main motion and the motion to amend. The motion was presented and carried unanimously by voice vote.

Mr. White's motion to amend was presented, but it failed to pass by voice vote.

ACTION: The main motion was presented, but it failed to pass by voice vote.

ARTICLE 41

To see if the Town will vote to amend the General By-Laws of the Town of Needham, Article X, Council on Aging, by amending Section 1 by adding after the words "School Committee", the following words, "the Trustees of the Needham Public Library", and by deleting the words "not less than five additional members" and inserting in place thereof the words "not less than seven additional members"; and by amending Section 2 by deleting the language contained therein and inserting the following language, "Section 2. It is the duty of the Council:

(a) To identify the needs and concerns and strengths of Needham's elderly and retired persons and those approaching retirement age.

(b) To design, promote, coordinate or implement services and programs to meet these needs and concerns.

(c) To inform the community and enlist the support and participation of all citizens in this effort.

(d) To work in coordination with programs of the Executive Office of Elder Affairs of the Commonwealth of Massachusetts; or take any other action relative thereto.

MOVED: That the Town amend the General By-Laws of the Town of Needham, Article X, Council on Aging, by amending Section 1 by adding after the words "School Committee", the following words, "the Trustees of the Needham Public Library", and by deleting the words "not less than five additional members" and inserting in place thereof the words "not less than seven additional members"; and by amending Section 2 by deleting the language contained therein and inserting the following language, "Section 2. It is the duty of the Council:

(a) To identify the needs and concerns and strengths of Needham's elderly and retired persons and those approaching retirement age.

(b) To design, promote, coordinate or implement services and programs to meet these needs and concerns.

(c) To inform the community and enlist the support and participation of all citizens in this effort.

(d) To work in coordination with programs of the Executive Office of Elder Affairs of the Commonwealth of Massachusetts.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 42 was adopted unanimously on May 5, 1986.

ARTICLE 43

To see if the Town will vote to authorize the Board of Selectmen with the approval of the School Committee and the Commissioner of Education of the Commonwealth of Massachusetts to lease a portion of the Newman Middle School that the School Committee has declared surplus, for a period not to exceed 10 years, or to take any other action relative thereto.

MOVED: That the Town authorize the Board of Selectmen with the approval of the School Committee and the Commissioner of Education of the Commonwealth of Massachusetts to lease a portion of the Newman Middle School that the School Committee has declared surplus, for a period not to exceed 10 years.

Mr. William J. Miles, Chairman, Needham School Committee, introduced Dr. Frederick Tirrell, Superintendent of Schools, for the purpose of addressing this proposal. Dr. Tirrell advised that the Massachusetts Criminal Justice Training Council would like to lease a portion of the Newman Middle School. This proposal has been reviewed and well received by the Board of Selectmen and the Finance Committee.

Mrs. Sally B. Davis urged support of this proposal on behalf of the Board of Selectmen.

Mr. Stanley R. Tippett urged support of this proposal on behalf of the Planning Board.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 44

To see if the Town will vote to continue the Communications Center Study Committee initially established by vote of the Town under Article 56 of the 1983 Annual Town Meeting, and last continued by vote under Article 47 of the 1985 Annual Town Meeting; said Committee to report to the next Annual Town Meeting or sooner; or take any other action relative thereto.

MOVED: That the Town continue the Communications Center Study Committee initially established by vote of the Town under Article 56 of the 1983 Annual Town Meeting, and last continued by vote under Article 47 of the 1985 Annual Town Meeting; said Committee to report to the next Annual Town Meeting or sooner.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 45

To see if the Town will vote to raise and appropriate the sum of $500,000. to renovate and expand the Police Station, to be expended under the direction of the Board of Selectmen, to determine how such sum shall be raised and how expended, or take any other action relative thereto.

MOVED: That the Town appropriate the sum of $25,000. to continue the study to renovate and expand the Police Station, to be expended under the direction of the Board of Selectmen, said sum to be raised from the current tax levy.

Mr. H. Phillip Garrity, Jr. presented this proposal on behalf of the Board of Selectmen.

ACTION: The main motion was presented and carried by voice vote.

ARTICLE 46

To see if the Town will vote to amend the General By-Laws of the Town of Needham as authorized by General Laws Chapter 40 Section 21, Paragraph (23) by adding to Article IV Police Regulations the following section:

Section 26. Handicapped Parking

1. Requirements for Handicapped Parking Spaces

No person shall park a motor vehicle, motor cycle or any means of transportation in a designated

parking space that is reserved for vehicles owned and operated by disabled veterans or by handicapped persons unless said vehicle bears the distinctive number plates or a handicap placard furnished by the Registry of Motor Vehicles authorized by section two of Chapter ninety of the General Laws or those having an official handicap plate or placard issued by any other state. Any person or body that has lawful control of a public or private way or of improved or enclosed property used as off-street parking areas for businesses, shopping malls, theaters, auditoriums, sporting or recreational facilities, cultural centers, residential dwellings, or for any other place where the public has right of access as invitees or licensees shall reserve parking spaces in said off-street parking areas for any vehicle owned and operated by a disabled veteran or handicapped person whose vehicle bears any of the aforementioned means of identification authorized by section two of chapter ninety of the General Laws, according to the following formulas:

If the number of parking spaces in any such area is more than fifteen but not more than twenty-five, one parking space; more than twenty-five but not more than forty, five percent of such spaces but not less than two; more than forty but not more than one hundred, four percent of such spaces but not less than three; more than one hundred but not more than two hundred, three percent of such spaces but not less than four; more than two hundred but not more than five hundred, two percent of such spaces but not less than six; more than five hundred but not more than one thousand, one and one-half percent of such spaces but not less than ten; more than one thousand but not more than two thousand, one percent of such spaces but not less than fifteen; more than two thousand but less than five thousand, three-fourths of one percent of such spaces but not less than twenty; and more than five thousand, one-half of one percent of such spaces but not less than thirty.

2. Sign Requirements for Handicapped Parking Spaces

Parking spaces designated as reserved under the provision of section one of this article shall be identified by use of above grade signs with white lettering against a blue background and shall bear the words "Handicapped Parking: Special Plate Required. Unauthorized Vehicles may be Removed at Owner's Expense" shall be as near as possible to a building entrance or walkway; shall be adjacent to curb ramps or other unobstructed methods permitting sidewalk access to a handicapped person; and shall be twelve feet wide or two eight-foot wide areas with four feet of cross hatch between them.

3. Regulations of Unauthorized Vehicles in Handicapped Spaces

Unauthorized vehicles shall be prohibited within parking spaces designated for use by disabled veterans or handicapped persons as authorized by Section one of this Article or in such a manner as to obstruct a curb ramp designated for use by handi- capped persons as a means of egress to a street or public way.

4. Penalty

The penalty for violation of this By-law shall be as follows:

First Offense - Fifteen dollars

Second and Subsequent Offenses - Twenty-five dollars

or take any other action relative thereto.

MOVED: That the Town amend the General By-Laws of the Town of Needham as authorized by General Laws Chapter 40 Section 21, Paragraph (23) by adding to Article IV Police Regulations the following section:

Section 26. Handicapped Parking

1. Requirements for Handicapped Parking Spaces

No person shall park a motor vehicle, motor cycle or any means of transportation in a designated parking space that is reserved for vehicles owned and operated by disabled veterans or by handicapped persons unless said vehicle bears the distinctive number plates or a handicap placard furnished by the Registry of Motor Vehicles authorized by section two of Chapter ninety of the General Laws or those having an official handicap plate or placard issued by any other state. Any person or body that has lawful control of a public or private way or of improved or enclosed property used as off-street parking areas for businesses, shopping malls, theaters, auditoriums, sporting or recreational facilities, cultural centers, residential dwellings, or for any other place where the public has right of access as invitees or licensees shall reserve parking spaces in said off-street parking areas for any vehicle owned and operated by a disabled veteran or handicapped person whose vehicle bears any of the aforementioned means of identification authorized by section two of chapter ninety of the General Laws, according to the following formulas:

If the number of parking spaces in any such area is more than fifteen but not more than twenty-five, one parking space; more than twenty-five but not more than forty, five percent of such spaces but not less than two; more than forty but not more than one hundred, four percent of such spaces but not less than three; more than one hundred but not more than two hundred, three percent of such spaces but not less than four; more than two hundred but not more than five hundred, two percent of such spaces but not less than six; more than five hundred but not more than one thousand, one and one-half percent of such spaces but not less than ten; more than one thousand but not more than two thousand, one percent of such spaces but not less than fifteen; more than two thousand but less than five thousand, three-fourths of one percent of such spaces but not less than twenty; and more than five thousand, one-half of one percent of such spaces but not less than thirty.

2. Sign Requirements for Handicapped Parking Spaces

Parking spaces designated as reserved under the provision of section one of this article shall be identified by use of above grade signs with white lettering against a blue background and shall bear the words "Handicapped Parking: Special Plate Required. Unauthorized Vehicles may be Removed at Owner's Expense" shall be as near as possible to a building entrance or walkway; shall be adjacent to curb ramps or other unobstructed methods permitting sidewalk access to a handicapped person; and shall be twelve feet wide or two eight-foot wide areas with four feet of cross hatch between them.

3. Regulations of Unauthorized Vehicles in Handicapped Spaces

Unauthorized vehicles shall be prohibited within parking spaces designated for use by disabled veterans or handicapped persons as authorized by Section one of this Article or in such a manner as to obstruct a curb ramp designated for use by handi- capped persons as a means of egress to a street or public way.

4. Penalty

The penalty for violation of this By-law shall be as follows:

First Offense - Fifteen dollars
Second and Subsequent Offenses - Twenty-five dollars

Mr. Norman P. Jacques presented this proposal on behalf of the Board of Selectmen.

A motion to amend was offered by Mr. Arthur E. Cox under Paragraph 4. Penalty to change the first offense from "Fifteen dollars" to "Twenty-five dollars" and to change the Second and Subsequent Offenses from "Twenty-five dollars" to "Fifty dollars".

Mr. Cox's motion was presented and carried by voice vote.

ACTION: The main motion, as amended, was presented and carried by voice vote.

VOTED: That the Town amend the General By-Laws of the Town of Needham as authorized by General Laws Chapter 40 Section 21, Paragraph (23) by adding to Article IV Police Regulations the following section:

Section 26. Handicapped Parking

1. Requirements for Handicapped Parking Spaces

No person shall park a motor vehicle, motor cycle or any means of transportation in a designated parking space that is reserved for vehicles owned and operated by disabled veterans or by handicapped persons unless said vehicle bears the distinctive number plates or a handicap placard furnished by the Registry of Motor Vehicles authorized by section two of Chapter ninety of the General Laws or those having an official handicap plate or placard issued by any other state. Any person or body that has lawful control of a public or private way or of improved or enclosed property used as off-street parking areas for businesses, shopping malls, theaters, auditoriums, sporting or recreational facilities, cultural centers, residential dwellings, or for any other place where the public has right of access as invitees or licensees shall reserve parking spaces in said off-street parking areas for any vehicle owned and operated by a disabled veteran or handicapped person whose vehicle bears any of the aforementioned means of identification authorized by section two of chapter ninety of the General Laws, according to the following formulas:

If the number of parking spaces in any such area is more than fifteen but not more than twenty-five, one parking space; more than twenty-five but not more than forty, five percent of such spaces but not less than two; more than forty but not more than one hundred, four percent of such spaces but not less than three; more than one hundred but not more than two hundred, three percent of such spaces but not less than four; more than two hundred but not more than five hundred, two percent of such spaces but not less than six; more than five hundred but not more than one thousand, one and one-half percent of such spaces but not less than ten; more than one thousand but not more than two thousand, one percent of such spaces but not less than fifteen; more than two thousand but less than five thousand, three-fourths of one percent of such spaces but not less than twenty; and more than five thousand, one-half of one percent of such spaces but not less than thirty.

2. Sign Requirements for Handicapped Parking Spaces

Parking spaces designated as reserved under the provision of section one of this article shall be identified by use of above grade signs with white lettering against a blue background and shall bear the words "Handicapped Parking: Special Plate Required. Unauthorized Vehicles may be Removed at Owner's Expense" shall be as near as possible to a building entrance or walkway; shall be adjacent to curb ramps or other unobstructed methods permitting sidewalk access to a handicapped person; and shall be twelve feet wide or two eight-foot wide areas with four feet of cross hatch between them.

3. Regulations of Unauthorized Vehicles in Handicapped Spaces

Unauthorized vehicles shall be prohibited within parking spaces designated for use by disabled veterans or handicapped persons as authorized by Section one of this Article or in such a manner as to obstruct a curb ramp designated for use by handi- capped persons as a means of egress to a street or public way.

4. Penalty

The penalty for violation of this By-law shall be as follows:

First Offense - Twenty-five dollars
Second and Subsequent Offenses - Fifty dollars

ARTICLE 47

To see if the Town will vote to transfer a sum from the Free Cash Certified Account to meet, in part, appropriations made at this Town Meeting, and to authorize the Town Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 1987; or take any other action relative thereto.

MOVED: That the Town transfer $522,766. from the Free Cash Certified Account to meet, in part, appropriations made at this Town Meeting, and to authorize the Town Assessors to use such sum as available funds to meet appropriations in their computation of the tax rate for the fiscal year 1987.

ACTION: The main motion was presented and carried unanimously by voice vote.

ARTICLE 48

To see if the Town will vote to raise by taxation, transfer from available funds, by borrowing or otherwise, such sums as may be necessary for all or any of the purposes mentioned in the foregoing articles, especially to act upon all appropriations asked for, or proposed by the Selectmen, or any Town Officer or Committee; to appoint such committees as may be decided upon; and to take action upon matters which may properly come before the meeting; or take any other action relative thereto.

MOVED: Under Article 48 by Mr. Paul Attridge that the follwing Schedules B-2, B-3 and B-4 be added to the main motion under Article 10 and that under Schedule C, Director of Civil Defense (per annum), the rate "2,100.00" be changed to "2,000.00":

SCHEDULE B-2

Police Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
P-5		43,414.00	44,862.00	46,300.00	47,748.00
P-4			31,775.00	32,920.00	34,140.00
P-3			26,664.00	27,625.00	28,649.00
P-2		21,148.00	22,220.00	23,021.00	23,874.00
P-1			21,418.00	22,220.00	23,021.00

SCHEDULE B-3

Fire Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
F-5		43,414.00	44,862.00	46,300.00	47,748.00
F-4		31,041.00	32,076.00	33,105.00	34,140.00
F-3				28,938.00	29,843.00
F-2		24,963.00	25,796.00	26,623.00	27,455.00
F-1	20,983.00	21,707.00	22,431.00	23,150.00	23,874.00

SCHEDULE B-4

Fire Alarm Salary Schedule

Grade	Minimum	2nd Step	3rd Step	4th Step	Maximum
FA-2	25,448.00	26,336.00	27,364.00	28,392.00	29,432.00
FA-1	22,068.00	22,804.00	23,680.00	24,554.00	25,448.00

ACTION: Said motion was presented and carried unanimously by voice vote.

At 11:10 P.M. Mrs. Sally B. Davis offered the following motion to dissolve he Annual Town Meeting in Memory of William A. Cross.

WHEREAS, William A. Cross served the Town of Needham as Town Counsel for more than twenty years, during which time his legal opinions formed the basis of many governmental actions by the Town, and

WHEREAS, William A. Cross was the first person to hold the position of Executive Secretary to the Board of Selectmen after the establishment of that position,

NOW, THEREFORE, BE IT moved by this body that this Annual Town Meeting be dissolved in memory of these and the many other civic contributions of William A. Cross to the Town of Needham.

ACTION: The motion was presented and carried unanimously by voice vote.

Theodora K. Bertolet
Town Clerk

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